Council adopts major reforms for CAUT

Robert Léger

L-R: Paul Satinder (Lakehead), Bill Melnyk (Lakehead), Bernadette Schell (Laurentian).

by Donald Savage
CAUT Executive Secretary

The CAUT Council overwhelmingly endorsed a series of major changes in the operation and activities of the association at its annual meeting in May. In doing so, the Council mended divisions in the organization that were threatening to seriously impair its future.

The changes approved by the Council were based on a reform package put forward by CAUT President Allan Sharp of the University of New Brunswick. The principles and recommendations of Dr. Sharp's package, which include sweeping changes in the governance of CAUT, were accepted in their entirety by the Council.

The results of the Council's actions were immediate. Even before the Council debate, the faculty at the University of Western Ontario had rejected a proposition from their Executive to pull out of CAUT. At the Council meeting Prof. Michael Finlayson, President of the University of Toronto Faculty Association, withdrew the disaffiliation letter that had been sent to the Council by Toronto. Prof. Jack Goldberg, President of the Academic Staff Association of the University of Alberta, told the Council that he would recommend reaffiliation with CAUT at the next Executive meeting of the AASUA.

The first part of the reform package put forward by Dr. Sharp and approved by Council abolishes the 32-member Board of Directors and the Administration Committee, both of which have been in existence for the past decade. During that time, the Council, which is composed of the presidents of the local and provincial faculty associations across Canada, has met only once a year to approve policy and to choose officers and members of the Board of Directors.

Dr. Sharp said this structure was remote from the local association executives who were the backbone of CAUT. He urged that new arrangements explicitly recognize the primacy of local associations in CAUT. He recommended and the Council agreed that the Board and Administration Committee be abolished and that the Council meet three times a year. This would allow local association presidents to be fully involved in CAUT and to have effective control of the officers. Council also agreed to the creation of a small Executive Committee of eight members composed of the table officers, three members at large, and the Chair of the Status of Women Committee.

The second major proposition from Dr. Sharp dealt with collective bargaining. The President noted that the Bigelow Commission, which had conducted an internal review of CAUT last fall, had found profound differences among local associations concerning collective bargaining. While the majority of associations favoured collective bargaining in one form or

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CANADIAN ASSOCIATION OF UNIVERSITY TEACHERS
ASSOCIATION CANADIENNE DES PROFESSEURS D'UNIVERSITÉ
CAUT ACPU
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Liberals say PSE victim of government quarrels

CAUT interview with JOHN TURNER Page 7

The recently released report of the Liberal Party Task Force on Postsecondary Education in Canada says that Canadian universities suffer from serious underfunding. The Task Force calls the universities victims of federal/provincial jurisdictional quarrels.

The report, made public by Liberal leader John Turner at a press conference in Ottawa May 4, offers a series of recommendations, most of which are similar to positions taken by the CAUT Council.

The report recommends that Ottawa ensure that funds identified for postsecondary education be spent on postsecondary education and that a new system of incentive payments be put in place to encourage the provinces to increase their contributions. The report also calls for an advisory council to be created jointly by Ottawa, the provinces and the university community.

In an interview elsewhere in this *Bulletin*, Mr. Turner says that he gave general support to this report, that it would be fed into the committee drawing up the platform for the party, and that he would make higher education an issue in the next election. He also repudiates the recent Senate report which recommended that Ottawa vacate the field of postsecondary education and was signed by some Liberal senators.

The report found that underfunding was putting research at peril. It attacked the Tory decision to freeze the base funds of the federal granting Councils and for penalizing research in the social sciences and the humanities. It found that federal research grants frequently do not cover overhead costs.

The report also opposed the cuts made by the federal government in the research sections of Environment Canada and Transport Canada. It recommended the restoration of the $20 million cut at NRC and those funds cut for the Toronto-Guelph Toxicology Centre, the Canadian Wildlife Service, the Environmental Secretariat and other programs in the Department of the Environment. It urged that government based research, particularly in areas such as basic science which require large capital expenditures, be increased.

In the *Bulletin* interview, Mr. Turner said that he had been particularly disturbed by the cancellation of the toxicology centre which was to have

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Des changements majeurs approuvés par l'ACPU

par Donald C. Savage
Secrétaire général de l'ACPU

Le Conseil de l'ACPU a appuyé à une majorité écrasante, lors de son assemblée annuelle du mois de mai, une série de changements majeurs apportés au mode de fonctionnement de l'Association. Ce faisant, le Conseil a mis fin aux divisions qui minaient l'organisme et menaçaient sérieusement son avenir.

Les changements approuvés par le Conseil étaient basés sur un ensemble de réformes présentées par le président de l'ACPU, le professeur Allan Sharp de l'Université du Nouveau-Brunswick. Les principes et recommandations contenus dans les propositions de ce dernier, qui comportaient des changements radicaux dans la direction de l'ACPU, ont été intégralement acceptés par le Conseil.

Les mesures prises par le Conseil ont eu des effets immédiats. Même avant l'ouverture des débats du Conseil, les professeurs de l'université de Western Ontario ont rejeté une proposition de leur comité de direction visant à un retrait de l'ACPU. Durant l'assemblée du Conseil,le professeur Michael Finlayson, président de l'association des professeurs de l'Université de Toronto, a retiré une lettre de désaffiliation qui avait été envoyée au Conseil par cette association. Le professeur Jack Goldberg, président de l'association des professeurs de l'Université de l'Alberta, a déclaré au Conseil qu'il recommanderait une réaffiliation avec l'ACPU à l'occasion de la prochaine réunion du comité de direction de l'AASUA.

La première partie des réformes mises de l'avant par le professeur Sharp et approuvées par le Conseil abolit le Bureau de direction formé de 32 membres, qui existait depuis 10 ans, ainsi que le Comité d'administration dont les membres étaient choisis par le Bureau. Au cours de la dernière décennie, le Conseil, qui est formé des présidents des associations locales et provinciales de tout le Canada, s'est réuni une fois par année afin d'approuver les politiques et

Voir CONSEIL/6

Robert Léger

L-R: Stephen Bonnycastle (RMC), Alain Chabot (Sainte-Anne).

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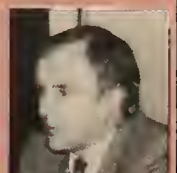
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CAUT comments/Commentaires de l'ACPU

Ailing universities a national problem

Editorial from The Toronto Star

Establishing priorities for excellence in post-secondary education is a responsibility that ought no longer to be left in the hands of the provincial governments alone. As we move from a resource-based economy to a knowledge-based one, the responsibility needs to be shared among governments (federal and provincial), colleges and universities, and the private sector.

As a start, the provinces and Ottawa have to work out a new cost-sharing arrangement. The present arrangement — Ottawa turns over block funding nominally designated for post-secondary education but with no strings attached — isn't working. Much of the federal money — close to $5 billion in the last fiscal year — isn't going to colleges and universities at all but to the provincial treasuries to pave roads or pay doctors.

One solution to this problem — proposed recently by the Senate finance committee — is that Ottawa end its grants and transfer tax points to the provinces so that they may raise the money themselves. That would foreclose any role for Ottawa in post-secondary education, however. A better solution has been suggested by Allan Sharp, president of the Canadian Association of University Teachers, who says: "What is needed is a new consensus on funding universities, not a continuation of the politics of defeatism that pervades the Senate committee report."

These thoughts were echoed this week by Liberal leader John Turner and by Tory economist Thomas Courchene. In a report for the C.D. Howe Institute, Courchene said: "For post-secondary education, the need is to provide greater stability in the intergovernmental financial arrangements while generating incentives that will foster centres of excellence." And at a press conference, Turner declared: "We believe we need a national council on post-secondary education to bring together all the players in the field to develop a national strategy."

Among the central players in developing such a national approach to post-secondary education has to be the corporate sector. In the past, corporate support for post-secondary education has been less than laudable. In 1982-83, for example, Canadian universities received $300 million from corporations and individual donors — accounting for about 1 per cent of university revenues, compared to 7 per cent in the U.S.

One major Canadian corporation, Northern Telecom, this week announced a $2.5 million program for elementary, secondary and post-secondary teachers to advance their understanding of information and telecommunications technology. It's an initiative for other firms to consider.

And governments should stop bickering and agree on strategies for Canada's post-secondary institutions.

Universités souffrantes — un problème national

Editorial du Toronto Star

La création de paramètres d'excellence dans les études supérieures ne devrait plus être une responsabilité incombant uniquement aux gouvernements provinciaux. Comme notre économie, basée auparavant sur les ressources, se fonde davantage sur les connaissances, les gouvernements fédéral et provinciaux, les collèges et les universités, et le secteur privé doivent maintenant partager cette responsabilité.

Pour commencer, les provinces et Ottawa doivent établir un nouvel arrangement basé sur le partage des frais. Par l'arrangement présent, il incombe à Ottawa de fournir des fonds en bloc désignés, pour la forme, pour les études supérieures, mais sans toutefois qu'il y ait d'obligation de la part des provinces. Cela ne fonctionne pas. Une grande partie, en effet, des fonds provenant du gouvernement fédéral — près de 5 milliards de dollars lors du dernier exercice — ne parvient pas aux collèges ou aux universités, mais aux Trésors provinciaux qui s'en servent pour paver les routes et payer les médecins.

Le comité sénatorial des finances proposait récemment une solution, celle par laquelle Ottawa ne donnerait plus de bourse, mais transférerait des points d'impôts aux provinces afin qu'elles lèvent elle-mêmes les fonds. Cependant, ceci retirerait à l'avance le rôle d'Ottawa à l'égard des études supérieures. Une meilleure solution a été proposée par M. Allan Sharp, le président de l'Association canadienne des professeurs d'université qui déclarait: "Ce dont on a besoin, c'est d'un nouveau consensus sur le financement des universités, et non la poursuite des politiques défaitistes qui prévalent dans le rapport du comité sénatorial."

Ces idées ont été réitérées cette semaine par le chef du parti libéral, M. John Turner, ainsi que par M. Thomas Courchène, un économiste conservateur. Dans un rapport du C.D. Howe Institute, M. Courchène déclarait: "Il est nécessaire, pour les études supérieures, d'établir des arrangements financiers intergouvernementaux plus stables tout en créant des objectifs qui permettront de garder des centres où prévaut l'excellence". Au cours d'une conférence de presse, M. Turner déclarait pour sa part: "Nous sommes convaincus du besoin d'un conseil national des études supérieures où tous les joueurs seraient représentés afin d'élaborer une stratégie nationale."

Il doit forcément y avoir, parmi les "joueurs" qui contribueraient à une telle stratégie nationale, le secteur des sociétés. Auparavant, l'appui fourni par ce secteur n'a pas été des plus louables. En 1982-1983, par exemple, les universités canadiennes ont reçu 300 millions de dollars de la part de sociétés et de donneurs privés, ce qui revient à 1% du revenu des universités, comparé à 7% aux États-Unis.

Une grande société canadienne, Northern Telecom, a annoncé cette semaine un programme de 2,5 millions de dollars à l'intention des professeurs de l'élémentaire, du secondaire et des études supérieures pour approfondir leur connaissance de la technologie des télécommunications et de l'information. C'est une initiative que d'autres sociétés pourraient envisager.

Les gouvernements devraient s'arrêter de se disputer et s'accorder sur des stratégies relatives aux institutions d'enseignement supérieur.

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Applications from women candidates are particularly welcome.

À la rédactrice/To the editor

CAUT's future hinges on consensus

The excellent editorial in BUFA Info of April 1987, vol. 5, No. 6, prompts me to express a few thoughts on the future of the CAUT and of the professoriate in Canada.

Like many other academics, I was slow and hesitant to acknowledge the need for collective action in order to protect the academic freedom, meaningful participation in university governance, and economic base of my profession. Having acknowledged the need, I am now willing to accept all implications of such collective action. Some of these seem to me to be in contention in the present debate over the future of the CAUT.

1) Collective action requires consensus. Given the individualistic nature of our temperament and our work, and the often divergent interests of different regions in Canada, of large and small associations, of certified and uncertified ones, of those with and without strong provincial associations, national consensus is fragile and needs to be renewed almost constantly. The best guarantee of successful renewal lies in strengthening the processes of participatory democracy within the membership of CAUT. For example, a new consensus needs to emerge on the core functions of a reorganized CAUT which will be funded by general mill rate contributions, and optional functions which will be funded by a special levy of the opted-in locals. CAUT's future as a *national* organization hinges on this consensus. I call upon those large local associations which have withdrawn from

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President's message/ Le mot du président

by/ par John Evans

The 1987 Council will be remembered as historic. In the face of grave financial pressure and a broad array of structural preferences, the faculty associations of Canada decided that it was essential to stay together. Such unity was not achieved by a disaffirmation of the principles and policies that CAUT has adopted. Professor Jack Goldberg from the University of Alberta spoke in a most encouraging way of the prospects of re-affiliation by AASUA. Professor Michael Finlayson from the University of Toronto, affirmed that he would support the package for re-organization that was outlined and so recommend to the UTFA executive. Such comments strengthened the commitment to cooperation that prevailed at Council.

While this is a fine beginning, there remains a lot of work to do. The framework that was approved will have to be made functional. With the best of intentions, we will inevitably find that there will be some adjustment and adaptation necessary in the structure that we have established. Whatever these minor difficulties are, the faculty associations have made a commitment that will now take dedication and understanding to make work. If the work of Council is a sign, such commitment is there.

The agreement that was reached has established an Executive which reports to Council three times a year as the functional model of governance for the Association. Thus the Board and Administration Committee have been replaced.

Having been a member of both, I believe that the many members who gave their time to serve on those bodies should feel that they have given significantly to the academic staff in the universities of Canada. The new design is a leaner system with more direct reporting to the membership; I think it will be productive and exciting.

One aspect of the new agreement was the creation of a Collective Bargaining Cooperative. A steering committee has been struck which is to undertake the task of bringing together the interested parties. There will be a meeting of the potential cooperative at the time of September Council. One of the major fears of those people who did not want to separate out Collective Bargaining was that it would lead to balkanization of the faculty associations across the country and a potential diminution of the quality of the services. This is a special area of work for this year. It is

1987 CAUT Council historic

in the interests of everybody to see to it that the faculty side of the bargaining relationship remains strong, well informed and active. It is clear that our employers do confer and are seeking to change the relationships that they have with us.

In the process of this concern with the internal function of CAUT, we have to make sure that we are not deterred from the critical task of influencing decision makers. Among the most important events to take place in a very long time is the National Forum on Post-Secondary Education, scheduled for Saskatoon in October. Attendance at the Forum is by invitation. Faculty associations across the country should make sure that they lobby their provincial governments so that faculty members are invited, not only administrators, bureaucrats and members of the chambers of commerce.

The representatives at Council put in a lot of work. Another group who made Council function, and function very smoothly, was the CAUT staff. They have worked very hard and effectively, at a time of considerable tension for them. A number of people at Council remarked that the back-up and staff work were first class. It is a pleasure to note that here and thank them for their special efforts.

This Council saw the departure of two people who have worked long and hard on behalf of their colleagues in the universities, Ed Anderson and Bob Kerr. At CAUT, Ed had been a Board member since 1980 and in the last four years served successively two terms as VP (Internal), President and Past President. He put a lot of time and effort into this service: our thanks. Bob served three years as Chair of the Collective Bargaining Committee and two as VP (Internal). His diligence and productivity became a by-word with those who knew of his work. His contribution will continue in the many policy papers and positions to which he contributed so ably: many thanks.

Le Conseil de 1987 fera certainement date dans l'histoire de l'ACPU. Faisant face à de graves pressions financières et à une vaste gamme de préférences structurelles, les associations de professeurs d'université du Canada ont décidé qu'il était essentiel pour elles de demeurer unies. Une telle unité n'a pas été atteinte au prix d'un désaveu des principes et des politiques qu'avait adoptés l'ACPU. Le professeur Jack Goldberg de l'Université de l'Alberta a laissé entrevoir d'une manière très encourageante la perspective d'une réaffiliation de l'AASUA. Le professeur Michael Finlayson de l'Université de Toronto a affirmé qu'il appuierait les propositions de réorganisation qui lui avaient été exposées, et qu'il recommanderait donc leur acceptation par le comité de direction de l'UTFA. De tels commentaires ont renforcé l'engagement général de collaboration des membres du Conseil.

Bien qu'il s'agisse de débuts prometteurs, beaucoup de travail reste à faire. Le cadre approuvé devra devenir fonctionnel. Même animés des meilleures intentions, nous découvrirons inévitablement qu'il faudra procéder à certains ajustements et adaptations nécessaires sur la structure que nous avons mise en place. Quelle que soit la nature de ces difficultés mineures, les associations de professeurs d'université ont conclu un engagement qui exigera maintenant d'eux pour se traduire dans la réalité dévouement et compréhension. En se basant sur les travaux du Conseil, on peut conclure qu'un tel engagement existe.

D'après les dispositions de l'entente conclue, un Comité de direction faisant rapport au Conseil trois fois par année aura pour fonction de gérer l'Association. Le Bureau de direction et le Comité d'administration sont donc ainsi remplacés. Ayant moi-même fait partie de ces deux organismes, j'estime que les nombreux membres qui ont consacré une partie de leur temps aux activités de ceux-ci devraient se féliciter d'avoir ainsi aidé d'une manière significative le personnel universitaire canadien. A partir de maintenant, nous disposerons d'une structure allégée dont les activités seront communiquées plus directement aux membres, et qui devrait à mon avis se révéler productive et stimulante.

La nouvelle entente comportait, entre autres aspects, la création d'une Coopérative de négociation collective. On a mis sur pied un comité d'organisation , qui a pour tâche de mettre en contact les parties intéressées. Les membres éventuels de la Coopérative projetée se réuniront au moment de l'assemblée de septembre du Conseil. Les personnes qui ne souhaitaient pas la séparation de la négociation collective craignaient notamment la balkanisation des associations de professeurs d'université de l'ensemble du pays, et une diminution éventuelle de la qualité des services. Il s'agit là d'un domaine spécial sur lequel nous devrons travailler cette année. Il est dans l'intérêt de tous

Conseil historique de l'ACPU

de voir à ce que les professeurs d'université demeurent forts, bien informés et actifs pour ce qui touche aux négociations collectives. Il est clair que nos employeurs se concertent et cherchent à modifier les relations qu'ils ont établies avec nous.

Tout en étant préoccupés par le fonctionnement interne de l'Association, nous devons nous assurer de ne pas négliger la tâche critique qui consiste à influencer les personnes investies du pouvoir de décision. L'un des événements les plus importants à se dérouler depuis très longtemps est le Colloque national sur l'enseignement postsecondaire, prévu à Saskatoon au mois d'octobre. Seules participeront au Colloque les personnes invitées en bonne et due forme. Les associations de professeurs des universités de tout le pays devraient s'assurer d'exercer des pressions sur leur gouvernement provincial afin qu'y soient invités non seulement des administrateurs, des bureaucrates et des membres des chambres de commerce, mais également certains membres du corps professoral universitaire canadien.

Les représentants au Conseil ont effectué un travail considérable. Les employés de l'ACPU constituent un autre groupe grâce auquel le Conseil a pu effectuer son travail sans rencontrer de difficultés. Ils ont travaillé très dur, à un moment de grande tension pour eux, et ils ont travaillé efficacement. Un certain nombre de personnes siégeant au Conseil ont fait remarquer que le travail de soutien avait été de tout premier ordre. Je suis très heureux de pouvoir le souligner ici et de les remercier de leurs efforts spéciaux.

Le dernier Conseil a vu le départ de deux personnes qui ont travaillé longtemps et durement au nom de leurs collègues des universités, soit Ed Anderson et Bob Kerr. Ed faisait partie du Bureau de direction de l'ACPU depuis 1980, et au cours des quatre dernières années, il a occupé successivement les postes de vice-président (affaires internes)(durant deux mandats), de président et de prêsident sortant. Il a consacré à ces fonctions beaucoup de temps et d'efforts: nous l'en remercions. Bob a occupé durant trois ans le poste de prêsident du Comité des négociations collectives, et durant deux ans celui de vice-prêsident (affaires internes). Sa diligence et sa productivité sont devenues un mot de passe auprès de ceux qui connaissaient son travail. Sa contribution se perpétuera dans les nombreux documents d'orientation et énoncés de principes à la rédaction desquels il a participé avec grand talent: nous lui adressons ici nos sincères remerciements.

Thousands of Canadians are waiting for the gift of a life-saving transplant. The Kidney Foundation of Canada urges you to sign an organ donor card.

À la rédactrice
To the editor

FUTURE 4

CAUT, or are contemplating doing so, to give the process of consensus-building a chance by returning to, or staying in, the CAUT. The alternative is the destruction of collective action at the national level, since the CAUT cannot function as a *national* organization without their participation. Each one of us would be the loser.

2) Collective action requires clout. A consensus on specific core functions of the CAUT should not ignore the fact that a large part of the effectiveness of a national organization lies not in what it actually does at any given time, but in what it is perceived as being capable of doing. None of us, big or small, can foresee the challenges our profession will face in the near and far future. UBC can and will happen again, in different variations and locales, and perhaps with very little warning. Besides funding for specific core functions, our best protection lies in a public perception of CAUT as capable of swift, effective crisis intervention. Such clout comes from money, information, and expertise, which can bring *national* resources to bear on any trouble spot.

3) Collective action requires equal commitment to all members. It is true, as Toronto in particular argues at OCUFA, that what happens at Ontario's biggest university affects all others. But it is only half the truth. The other half is that what affects any one of us, or any one association, affects all others. It is a cardinal rule of all collective action that the group protects its weakest members. For it is there that the rights, protections, and privileges of all will otherwise be frittered away and lost. It is understandable that a local that feels itself to be strong, may see less need for wider collective action, since it believes that it can protect itself and that the protection of weaker locals and their members is not important to it. Though understandable, I believe that it is mistaken. Setting up two classes of professors, those who are better protected and those who are less so, is just the sort of destruction of solidarity and mutual trust that will make collective action impossible and leave all of us vulnerable. For it takes away a united stand on the principle that academic freedom, meaningful participation in university governance, and a reasonable economic base are *rights of our profession as a whole* because they are necessary for academic work. Without this principle, we have neither the moral nor the political ability to protect them.

Martha Husain
OCUFA Director
Brock University
Faculty Association

The unexamined life

Re: Allan Sharp, "President's Message," Feb. 87

As our President says, Canada's First Ministers are not interested in the prime causes of economic difficulties, *or* about what can - and perhaps should be done. It is no wonder that Canadian economics Ph.D. production fell 5% from 1979 to 1984. Like the smoker with a bad cough, situations like these cannot be ignored indefinitely.

What *are* some of the causes of the phenomena to which Sharp points? Unemployment of university grads (11% in B.C. 3 years ago) explains part. Another factor is that as time passes, industrial societies inflate requirements for jobs. A third element seems to be that the demand for higher education comes from actual or potential students who at least in part are on an ego trip.

A fourth is that students subconsciously or consciously fear falling on the socio-economic pyramid unless they become suitably credentialed. A fifth would be that, historically, the proportion of the traditional cohort who attend university rises. People like James Conant & Fritz Machlup have advocated restricting the proportion who are admitted. They want national admissions too. Now this is elitist and perpetuative of the status quo. But as the percentage accepted rises, quality may be compromised. More important: Some enter under duress and are not really interested in academic matters.

Note that in Arts, only area studies suffered a larger Ph.D. drop between 79 and 84 than did philosophy. Yet it may be in social and political philosophy where we shall get one of our best insights as to what is wrong! Children of professionals and executives are less inclined as time passes to train for a profession or graduate business administration. Wives of 70-hour-per-week execs are trying to extract something the execs cannot afford: More time. In their 40's, industrial scientists have been wrung dry and are unable to get a post with comparable perquisites and pay.

And for contemporary industrial societies, maybe 80% of employees could - and perhaps should be replaced by computers and servo-mechanisms.

The unexamined life does *not* seem to have much going for it. It will take quite a jolt to educate the philistines though!

Charles Kretzschmar
Division of Social Science
University of New Brunswick

Censured Administrations

Censure means that CAUT has concluded that a university administration has breached one or several of the fundamental principles of academic freedom and governance which CAUT believes to be indispensable to the proper functioning of a university. It also means that the university administration has resisted all reasonable suggestions from CAUT for a resolution of the dispute. Censure is a notice to all members of CAUT that they should inform themselves, in their dealings with a censured administration, of the issues involved in the censure. In particular, CAUT members are asked not to accept appointments at a censured university; not to accept invitations to speak or attend academic conferences at a censured university; and not to accept any distinction or honour that might be offered by a censured administration. Faculty members employed at a university whose administration is under censure are asked to support and assist efforts to convince the administration of the necessity for a settlement of the dispute. Advertisements for positions vacant in universities under censure are not carried in the *CAUT Bulletin*.

CAUT recognizes, of course, that censure imposes a burden on members of the academic staff and students at censured universities. It is the view of the association, however, that censure, and the sanctions associated with it, is necessary both to publicize the unsatisfactory conditions which exist in the censured university and to persuade the censured administration that it should adhere to standards now widely accepted in the Canadian academic community.

The following administrations are under CAUT censure:

President and Board of Governors, University of Calgary (1979)

Censure was imposed because of the circumstances surrounding the decision not to renew the appointment of a member of the Faculty of Medicine when his appointment at an associated teaching hospital was terminated and because of a University regulation imposing a quota on the proportion of faculty members who may hold tenured appointments.

President and Board of Regents, Memorial University of Newfoundland (1979)

Censure was imposed when the appointment of a member of the School of Social Work was not renewed under circumstances which suggest that her political views were unacceptable to the University administration and when the administration and Board of Regents was unwilling to agree to a fair procedure to determine whether the faculty member had been fairly treated.

Full information on the above censures is available on request.

World Literacy Of Canada
692 Coxwell Avenue
Toronto, Ontario M4C 3B6

U of T president proposes boost at graduate level

The various divisions of the University of Toronto have begun to examine the implications for their roles of President George Connell's discussion paper, "Renewal 1987", released in March.

The renewal paper identifies a number of the University's most pressing problems and provides a starting point for discussion. In the paper, the president suggests that the university should increase its graduate student enrolment and consider cutting the number of arts and science undergraduates at its downtown campus. The university, says President Connell, should aspire to one over-riding principle: "The highest possible level of intellectual achievement."

Arts and science dean Robin Armstrong says the renewal paper will provide support and incentive for his faculty's continuing efforts to strengthen its undergraduate programs.

Dean Armstrong said the question will turn on how the faculty defines a program — as a broad group of possible courses or a relatively narrow one. He said there might be a middle ground between highly structured entry-year programs and a wide freedom of choice.

The School of Graduate Studies will survey all graduate departments, centres and institutes to gather data on their capacity for more students. In the renewal paper, President Connell says he believes the University has the capacity for about 500 more students in the doctoral stream.

Dean Tom Robinson said, "Increasing the number of graduate students may compel us to move in directions not yet planned for." Renewal is an opportunity to strengthen graduate programs, as well as to consider the availability of capacity or financial packages for graduate students. "Let's not be complacent. Let's look again at the quality of our doctoral programs." Genuinely good programs will attract the best students and faculty, Dean Robinson said.

Professor Arthur Kruger, principal of Woodsworth College, said the question of the University's capacity for part-time students must be carefully considered before changes are made. For many people — especially women, who make up two-thirds of the University's part-time students, and new Canadians — part-time on the St. George campus is the only route to a degree.

Dean Gary Heinke of the Faculty of Applied Science & Engineering said he and his colleagues are very supportive of the president's initiative. His faculty would like a firm schedule for responses and rapid action for reform. The renewal paper is a "very thoughtful document" and will help open discussion of necessary changes, Dean Heinke said.

Principals Desmond Morton of Erindale College and Ronald Williams of Scarborough College said they think the renewal paper is a vital stimulus to further, more detailed and directed discussion of the problems facing the University, including those posed by its three-campus structure. Both have established committees to examine the questions raised by the paper.

The principals of University, New and Innis Colleges have begun to develop responses to the renewal paper.

Father James McConica, president of St. Michael's College, called the paper "timely and comprehensive." Father McConica said that there may be some reservations among members of the University concerning the president's suggestions for reshaping the undergraduate program, but that the proposals are consistent with the University's obligation to use its unique resources to offer students a better than average education.

— *Adapted from the U of T Bulletin.*

CAUT Associate Membership — Retired Professors

The CAUT Board has established a special associate membership classification for retired members to enable them to maintain a formal affiliation with CAUT at a reduced fee. The annual fee for such membership for the 1987-88 fiscal year will be $10.00.

Upon receipt of the completed application and the $10.00 annual fee, you will be considered promptly for associate member status in CAUT. Associate membership entitles you to CAUT services including eligibility to apply for CAUT Life Insurance and/or Personal Accident Insurance (P.A.I.) Plans (if you are less than 70 years of age), CAUT Professional Property Insurance, Group Home and Auto Insurance, a one year subscription to the *Bulletin*, and an opportunity to take part in the CAUT sponsored chartered flights programme.

. . . . . .

I would like to apply for Associate Membership with CAUT. Enclosed is the $10.00 annual membership fee.

NAME: _____ YEAR RETIRED: _____

ADDRESS: _____ UNIVERSITY: _____

_____
(POSTAL CODE)

PLEASE FORWARD THE MATERIAL ON THE FOLLOWING:

CAUT LIFE INSURANCE AND/OR PERSONAL ACCIDENT INSURANCE (P.A.I.) _____

CAUT PROPERTY INSURANCE _____

CAUT SPONSORED CHARTERED FLIGHTS PROGRAMME _____

CAUT welcomes new executive committee for 1987-88

At its May meeting, the CAUT Council abolished the Board of Directors and the Administration Committee. In order to recognize the primacy of the local associations and allow them to become more directly involved in the running of the national organization, the Council determined to increase the number of its annual meetings from one to three. It also agreed to create an eight-member Executive Committee composed of the table officers, three members at large, and the Chair of the Status of Women Committee. For this year only, for constitutional reasons, the third member at large will be one of the two vice-presidents. Following are members of the Executive Committee for 1987-88.

President

Prof. John Evans, Dept. of Psychology, Memorial University.

Prof. Evans was CAUT vice-president external for 1986-87. Directly prior to that, he served two years as treasurer of the association. He has been a CAUT board member since 1981 and has served on the Elections and Resolutions Committee.

Past-President

Prof. Allan Sharp, Dept. of Physics, the University of New Brunswick.

Prof. Sharp served as president of CAUT for 1986-87 and as vice-president external from 1984-86. He has been a member of the CAUT Board since 1981. Prof. Sharp has also served as president of the Association of the University of New Brunswick Teachers.

Vice-President

Prof. Peter King, Dept. of Computer Science, University of Manitoba.

Prof. King served as president of both the University of Manitoba Faculty Association and the Manitoba Organization of Faculty Associations during 1986-87. Prior to that, he served a year as vice-president of the local association, where he has been involved in faculty association affairs since 1980.

Vice-President

Prof. Marie-Andrée Bertrand, School of Criminology, University of Montreal.

Prof. Bertrand was president of the Fédération des associations de professeurs des universités du Québec (FAPUQ) in 1972-73 and again for a four-year term from 1980-84. She has been active in the affairs of the local association for many years.

Treasurer

Prof. Victor Catano, Dept. of Psychology, Saint Mary's University.

Prof. Catano will be serving the second of a two-year term as treasurer. He has been a member of the CAUT Board of Directors since 1981. He was president of the Nova Scotia Confederation of University Faculty Associations from 1981-84.

Robert Léger

From left to right clockwise/de gauche à droite en horaire: Pamela Smith, John Evans, Victor Catano, Bill Jones, Marie-Andrée Bertrand, Peter King, Allan Sharp, (missing/absente — Jane Gordon).

Status of Women Chair

Prof. Jane Gordon, Dept. of Sociology and Anthropology, Mount St. Vincent University.

Prof. Gordon was elected for a three-year term as chair of the CAUT Status of Women Committee in 1986. She is also vice-president of the Nova Scotia Confederation of University Faculty Associations with which she has been involved in a variety of ways since 1983. Her involvement in local faculty affairs dates back to 1977.

Member at large

Prof. Bill Jones, Chairperson, Dept. of Psychology, Carleton University.

Prof. Jones has been active in the faculty association at Carleton University since 1976. He was president of the Ontario Confederation of University Faculty Associations from 1983-86. Last year, he ran against Prof. Allan Sharp for the position of CAUT president.

Member at large

Pamela Smith, Sample Survey and Data Bank Unit, University of Regina.

Pamela Smith served on the CAUT Board from 1985-87 and on the Policy and Political Action Committee in 1986-87. She was an executive member of the Saskatchewan Association of University Teachers from 1982-85 and has served in a variety of ways at the local faculty association level since 1977.

Robert Léger

Prof. John Evans of Memorial University is the CAUT's president for 1987-88. Prof. Evans was elected to the association's top post at the Council meeting in May. He defeated Prof. Robert Kerr of the University of Windsor. Here, Prof. Evans presides over the first meeting of the new eight-member Executive Committee held in Ottawa at the end of the Council meeting.

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Le professeur John Evans de l'Université Memorial est le président de l'ACPU pour 1987-88. Le professeur Evans a été élu au poste de direction de l'Association durant l'assemblée du Conseil du mois de mai. Il a défait le professeur Robert Kerr de l'Université de Windsor. On aperçoit ici le professeur Evans en train de présider la première réunion du nouveau Comité de direction formé de huit membres.

L'ACPU souhaite la bienvenue à un nouveau Comité de direction—'87-'88

Durant son assemblée du mois de mai, le Conseil de l'ACPU a aboli le Bureau de direction et le Comité d'administration. Afin de reconnaître la primauté des associations locales et leur permettre de participer plus directement à la gestion de l'organisme national, le Conseil a décidé de se réunir désormais non plus une fois, mais trois fois par année. Il a également convenu de créer un Comité de direction de huit membres, composé des dirigeants, de trois membres ordinaires et de la présidente du Comité du statut de la femme. Pour cette année uniquement, le troisième membre ordinaire sera, pour des raisons constitutionnelles, l'un des deux vice-présidents. Les membres du Comité de direction pour l'année 1987-1988 sont donc les suivants:

Président

Professeur John Evans, département de psychologie, Université Memorial.

Le professeur John Evans a été vice-président (affaires externes) de l'ACPU en 1986-1987. Juste avant cela, il a servi deux ans à titre de trésorier de l'Association. Il a fait partie depuis 1981 du Bureau de direction de l'ACPU, et a servi au sein du Comité des élections et résolutions.

Président sortant

Professeur Allan Sharp, département de physique, Université du Nouveau-Brunswick.

Le professeur Sharp a servi à titre de président de l'ACPU en 1986-1987, et de vice-président (affaires externes) en 1984-1986. Il a fait partie du Bureau de direction de l'ACPU depuis 1981. Le professeur Sharp a également occupé le poste de président de l'association des professeurs de l'Université du Nouveau-Brunswick.

Vice-président

Professeur Peter King, département d'informatique, Université du Manitoba.

Le professeur King a servi à titre de président tant de l'association des professeurs de l'Université du Manitoba que, en 1986-1987, de la Fédération des associations des professeurs des universités du Manitoba. Avant cela, il a été durant un an vice-président de son association locale, où il joue un rôle actif depuis 1980.

Vice-président

Professeur Marie-Andrée Bertrand, Ecole de criminologie, Université de Montréal.

Le professeur Bertrand a été présidente de la Fédération des associations de professeurs des universités du Québec (FAPUQ) en 1972-1973, et une nouvelle fois durant un mandat de quatre ans qui s'est étendu de 1980 à 1984. Elle joue un rôle actif dans son association locale depuis un grand nombre d'années.

Trésorier

Professeur Victor Catano, département de psychologie, Université Saint Mary's.

Le professeur Catano terminera cette année son mandat de trésorier d'une durée de deux ans. Il a fait partie du Bureau de direction de l'ACPU depuis 1981. Il a occupé de 1981 à 1984 le poste de président de la Confédération des associations de professeurs des universités de la Nouvelle-Ecosse.

Présidente du Comité du statut de la femme

Professeur Jane Gordon, département de sociologie et d'anthropologie, Université Mount St. Vincent.

Le professeur Gordon a été élue en 1986 pour un mandat de trois ans présidente du Comité du statut de la femme de l'ACPU. Elle est également vice-présidente de la Confédération des associations de professeurs des universités de la Nouvelle-Ecosse, dont elle participe de diverses manières aux activités depuis 1983. L'année dernière, elle a servi à titre de présidente de l'association locale de Mount St. Vincent. Son engagement auprès de son association locale remonte à 1977.

Membre ordinaire

Professeur Bill Jones, président, département de psychologie, Université Carleton.

Le professeur Bill Jones joue depuis 1976 un rôle actif au sein de l'association des professeurs de l'Université Carleton. Il a été président de l'Union des associations des professeurs des universités de l'Ontario de 1983 à 1986. L'année dernière, il a dispute au professeur Allan Sharp le poste de président de l'ACPU.

Membre ordinaire

Pamela Smith, Unité de l'étude des échantillons et de la banque de données, Université de Regina.

Pamela Smith a fait partie du Bureau de direction de l'ACPU de 1985 à 1987, ainsi que du Comité d'action et d'orientation politique en 1986-1987. Elle a fait partie de 1982 à 1987 du comité de direction de la "Saskatchewan Association of University Teachers", et a servi de diverses manières depuis 1977 au sein de l'association des professeurs de son université.

IN/PRINTS

Books received by The Bulletin. Unless otherwise noted, information was supplied by the publisher. Some books may be reviewed later.

TEACHING SCIENCE AND HEALTH FROM A FEMINIST PERSPECTIVE, A PRACTICAL GUIDE, by Sue V. Rosser, Pergamon Press, January 1986, $16.95 (hard cover). This guide focuses on the content and methodological approaches useful in teaching basic and applied science courses from a feminist perspective. For students, teachers and curriculum developers of biology, health, women's studies, science education, nursing and medicine, as well as college administrators and professionals. Pergamon Press Inc., Maxwell House, Fairview Park, Elmsford, New York, N.Y., 0523, U.S.A.

COUNCIL 1

another, a number of large associations either objected to certification in principle or did not wish their money spent in this area.

Dr. Sharp recommended and the Council agreed that there should be a core function of CAUT which everyone would pay for and which would cover academic freedom and tenure, equality rights, lobbying and public relations for the profession, data gathering and analysis in regard to the economic welfare of the academic staff along with such staff, research, publications, and supervision by elected officers as the Council might decide from time to time.

Bargaining co-op

In the area of collective bargaining, a CAUT Collective Bargaining Co-operative would be created. The Co-operative would initially be composed of all certified associations and those with bargaining rights derived from provincial statutes plus any others who might wish to join. Essentially, Dr. Sharp explained, the founding members of the Co-operative would decide what collective bargaining services were desired at the national level and how they would be paid for. In the first year CAUT would bear the cost of the collective bargaining services but after that, they would be the responsibility of the members of the Co-operative.

The model would be the highly successful CAUT Defence Fund which is voluntary in membership, controlled by the member associations only, and provides funds in the case of strikes or lockouts. The Council elected a committee to organize the first meeting of the Co-operative composed of Bob Rodger (Dalhousie), Paul Dussault (Ottawa), Sandra Zuk (Winnipeg), Elizabeth Caskey (UBC and Chair of the CAUT Collective Bargaining and Economic Benefits Committee), and one other to be named from an association not a member of the Defence Fund.

The third major change involved the fees of CAUT. The fee for the core functions of CAUT would drop from the current mill rate of 1.92 to 1.8 in the coming year, 1.6 in the second year, and 1.3 in the third year. This was possible because in the second and third years of the reform package, the financial responsibility for collective bargaining services would be transferred to the Co-operative. Dr. Sharp also pointed out in his document that the finances of CAUT would be significantly improved even at these mill rates if Alberta and Saskatchewan returned to CAUT, a more durable settlement was reached with the Quebec associations, and something was done to secure the membership of the some 4,000 academic staff in uncertified associations who choose not to join and who are not covered by a Rand formula.

Robert Léger

Members of the new Executive Committee prepare to implement changes in the CAUT: (L-R) Vice-Pres. Peter King, Past Pres. Allan Sharp, Pres. John Evans.

FAPUQ Accord

The fourth component of the package involved relations with the associations and unions in Quebec. Historically, CAUT has had an Accord with FAPUQ which has regulated the membership of FAPUQ and provided a special status for Quebec. In its review the Bigelow Commission found that the associations outside Quebec were prepared to see constitutional provisions to guarantee the rights of Quebec already enshrined in the Accord. But they were not prepared to continue the special financial deal with Quebec. The situation was complicated by Laval's disaffiliating from FAPUQ while continuing its membership in CAUT.

Negotiations on these matters continued during the Council. Finally it was agreed that there would be a temporary arrangement for one year both with Laval and FAPUQ and that negotiations would be authorized with both. In the interim year, the contributions from Quebec would, if ratified locally, roughly double the contributions from that province. Both CAUT and FAPUQ agreed that if a permanent solution was not found within one year, the Accord would terminate.

The Council made several other structural decisions. The Chairs of the Academic Freedom and Tenure Committee and of the Status of Women Committee remained on the Council. The future of the Collective Bargaining and Economic Benefits Committee would be decided by the CAUT Collective Bargaining Co-operative. The Librarians Committee was raised to the status of a standing committee of Council, and the Chair became a member of Council.

The Publications Committee and the Policy and Political Action Committee were abolished and their duties subsumed by the Executive except, in the case of education policy questions, the Executive would be advised by a small committee.

The Council debated and voted on all these matters separately and then overwhelmingly endorsed the entire package as amended. The next day the Council voted all the constitutional amendments necessary to make the package legal. The constitutional changes become operative when they are approved by the Minister of Consumer and Corporate Affairs.

The reform is the result of a year-long self-examination by CAUT prompted in large measure by the disaffiliation of the University of Alberta.

Bigelow Committee

One year ago the Council had set up the External Review Committee chaired by Dr. C. C. Bigelow of the University of Manitoba with Paul Siren, former General Secretary of ACTRA, and Sylvia Gold, Chair of the Canadian Advisory Committee on the Status of Women. The commission toured the country in the autumn and submitted a report to the CAUT Board in February. The report was printed in full for the entire membership in the CAUT Bulletin.

The CAUT Board discussed the report in February, adopted some of the proposals and rejected others. Immediately after came the threats of disaffiliation from Toronto and Western Ontario. At that moment the President decided that it was incumbent on him to produce a reform package for the Council based on the External Review Committee report but with some substantial additions and changes. He created an ad hoc committee of ten from institutions large and small, certified and uncertified across the country to advise him. The result was the reform package put before the Council.

CONSEIL 1

de choisir les membres du Bureau de direction.

Le professeur Sharp a déclaré que cette dernière structure était éloignée des comités de direction des associations locales, qui constituaient le pivot de l'ACPU. Il préconisa la reconnaissance explicite par les nouvelles dispositions de la primauté dans l'ACPU des associations locales. Il recommanda, ce qui fut accepté par le Conseil, que le Bureau de direction et le Comité d'administration soient abolis, et que le Conseil se réunisse trois fois par année, permettant ainsi aux présidents des associations locales de participer pleinement aux activités de l'ACPU et d'exercer un contrôle effectif sur ses dirigeants. Le Conseil a également convenu de la création d'un Comité de direction restreint composé de huit membres, soit des dirigeants de l'Association, de trois membres choisis parmi l'ensemble du Conseil, et de la présidente du Comité du statut de la femme.

La deuxième proposition majeure du professeur Sharp avait trait à la négociation collective. Le président a noté que la commission Bigelow, qui avait mené un examen interne de l'ACPU l'automne dernier, avait découvert des différences profondes entre les associations locales relativement aux négociations collectives. Tandis que les associations favorisaient en majorité une forme ou une autre de négociation collective, un certain nombre de grandes associations ou bien s'objectaient en principe à l'accréditation, ou bien désiraient de ne pas voir leur argent dépensé en ce domaine.

Le professeur Sharp a recommandé, et le Conseil a accepté, que l'ACPU possède des fonctions de base pour lesquelles tout le monde devra payer, et qui couvriront les domaines suivants: la liberté universitaire et la permanence de l'emploi, les droits à l'égalité, le lobbying et les relations publiques au profit de la profession, la collecte et l'analyse de données relatives à la situation économique des universitaires, ainsi que le personnel,la recherche,les publications et la supervision par des dirigeants élus pouvant de temps à autre faire l'objet de décisions du Conseil.

Dans le domaine de la négociation collective, on procéderait à la création d'une Coopérative de négociation collective. Une telle Coopérative serait composée à l'origine de toutes les associations accréditées et de celles dont les droits de négociation découlent de lois provinciales, ainsi que de toutes celles qui désireraient s'y joindre. Essentiellement, expliqua le professeur Sharp, les membres fondateurs de la Coopérative détermineraient quels sont les services de négociation collective souhaités au niveau national, et la manière de les financer. Durant la première année, l'ACPU assumerait les frais des services de négociation collective, mais la responsabilité du financement de ceux-ci incomberait par la suite aux membres de la Coopérative.

On pourrait prendre pour modèle dans ce cas la très efficace Caisse de défense de l'ACPU à laquelle adhèrent les associations membres sur une base totalement volontaire, qu'elles contrôlent exclusivement et qui fournit des fonds en cas de grève ou de lock-out. Le Conseil a élu un comité en vue d'organiser la première réunion de la Coopérative, composé des professeurs Bob Rodger (Dalhousie), Paul Dussault (Ottawa), Sandra Zuk (Winnipeg), Elizabeth Caskey (UBC et présidente du Comité des négociations collectives et des avantages économiques de l'ACPU) et d'une autre personne devant appartenir à une association non affiliée à la Caisse de défense.

Le troisième changement important touche les cotisations versées à l'ACPU. La cotisation versée pour les fonctions de base de l'ACPU diminuerait du taux au mille actuel de 1,92 à 1,8 l'année prochaine, 1,6 l'année suivante, et 1,3 la troisième année. Une telle diminution est possible parce que durant les deuxième et troisième années de l'instauration des réformes, la responsabilité financière des services de négociation collective passerait à la Coopérative. Le professeur Sharp a également fait remarquer dans son document que la situation financière de l'ACPU s'améliorerait considérablement, même aux taux au mille mentionnés ci-dessus, si les universités de l'Alberta et de la Saskatchewan revenaient au sein de l'ACPU, si une entente plus durable était conclue avec les associations du Québec, et si quelque chose était fait afin d'obtenir l'adhésion des quelque 4 000 universitaires d'associations non accréditées qui ont choisi de ne pas se joindre à l'ACPU et qui ne sont pas couverts par la formule Rand.

La quatrième composante des réformes a trait aux relations avec les associations et syndicats du Québec. Historiquement, l'ACPU a été liée à la FAPUQ par un Accord qui a réglementé les adhésions à la FAPUQ et a accordé un statut spécial au Québec. Dans son étude, la commission Bigelow a constaté que les associations de l'extérieur du Québec étaient prêtes à appuyer l'adoption dans les Statuts de dispositions visant à garantir les droits du Québec déjà enchâssés dans l'Accord. Mais elles n'étaient pas prêtes à prolonger l'entente financière spéciale en vigueur avec le Québec. La situation était compliquée par le fait que Laval s'était désaffiliée de la FAPUQ tout en continuant d'être membre de l'ACPU.

Les négociations relatives à ces questions se poursuivirent durant le Conseil. Finalement, il fut convenu de conclure une entente temporaire tant avec Laval qu'avec la FAPUQ, et d'autoriser la poursuite de négociations avec ces deux organismes. Durant l'année intérimaire, les contributions provenant du Québec seraient en gros doublées, advenant la ratification d'une telle augmentation par les associations locales de cette province. Tant l'ACPU que la FAPUQ ont convenu que l'Accord serait abrogé si on n'en arrivait pas d'ici à un an à une solution permanente.

Le Conseil a également adopté plusieurs autres décisions touchant les structures de l'Association. Les présidents du Comité de la liberté universitaire et de la permanence de l'emploi et du Comité du statut de la femme feront encore partie du Conseil. C'est à la Coopérative de négociation collective qu'il appartiendra de décider de l'avenir du Comité des négociations collectives et des avantages économiques. Le Comité des bibliothécaires a été élevé au rang de comité permanent du Conseil, et son président admis à siéger comme membre de eelui-ci. Le Comité des publications et le Comité d'action et d'orientation politique ont été abolis, et leurs fonctions rattachées à celles du Comité de direction, qui recevra cependant les conseils d'un comité restreint relativement aux questions portant sur les politiques d'enseignement.

Le Conseil a débattu toutes ces questions et a voté sur chacune de celles-ci, avant d'approuver à une majorité écrasante l'ensemble des réformes telles que modifiées. Le lendemain, le Conseil a voté l'adoption de tous les amendements constitutionnels nécessaires pour rendre ces réformes juridiquement valides. Les changements constitutionnels entreront en vigueur lorsqu'ils seront approuvés par le ministre de la Consommation et des corporations.

Les réformes adoptées représentent le résultat d'un auto-examen mené durant un an par l'ACPU et suscité en grande partie par la désaffiliation de l'Université de l'Alberta.

Il y a un an, le Conseil mettait sur pied le Comité d'examen externe, présidé par le professeur C.C. Bigelow de l'Université du Manitoba, et dont faisaient partie Paul Siren, ancien secrétaire général de l'ACTRA, et Sylvia Gold, présidente du Conseil consultatif canadien de la situation de la femme. La commission a effectué une tournée du pays durant l'automne et a présenté un rapport au Bureau de direction au mois de février. Ce rapport a été publié intégralement dans le *Bulletin* de l'ACPU à l'intention de l'ensemble des membres de l'Assoeiation.

Le Bureau de l'ACPU a discuté le rapport en février, a adopté certaines des propositions de ce dernier et en a rejeté d'autres. Immédiatement après sont venues les menaces de désaffiliation de Toronto et de Western Ontario. A ce moment, le président décida qu'il lui incombait d'élaborer un ensemble de réformes destinées à être présentées au Conseil et basées sur le rapport du Comité d'examen externe, auquel seraient apportés des additions et des changements substantiels. Il créa pour le conseiller un comité ad hoc formé de dix membres travaillant dans des établissements gros et petits, accrédités et non accrédités, à travers le pays. Il en a résulté l'ensemble des réformes présentées devant le Conseil.

Turner will make PSE an issue in next election

CAUT Executive Secretary Donald Savage conducted the following interview with the leader of the Liberal Party John Turner in May.

CAUT - The Gallup Poll suggests, Mr. Turner, that if there were an election tomorrow you might be the Prime Minister of Canada. Would you do something different either in the area of post-secondary education in general or university research in particular if you were Prime Minister?

TURNER - Well, elections are never tomorrow, but we hope that if we continue to earn the confidence of Canadians we will form a government. In that event one of our priorities would be to re-establish national criteria for postsecondary education, to examine the whole funding basis, and, if possible in negotiation with the provinces, to sign agreements so that the parliament of Canada, and through parliament, the people of Canada could be assured that money which is dedicated from the federal treasury for postsecondary education is spent by the provinces on postsecondary education. In terms of research we would restore some stability to university research. It has reached a stage where we are now losing some of our best brains to other countries, and research is becoming more difficult because of the day to day problems of maintaining the facility due to the unpredictability of funding and the severe cuts in certain areas.

CAUT - Can I take it from the fact that you chaired the press conference which introduced the Liberal Party Task Force report on postsecondary education that you generally favour the approach that was taken in that report?

TURNER - Generally I do. The report, of course, has to go to full caucus and then to a platform committee for refinement into an election platform. You can also take it that I consider it to be a priority because I manage to visit a Canadian university about once every two weeks in session, that I have a major university in my home riding of Vancouver Quadra, that I've always had the good fortune in the three ridings I've represented of representing major universities - in St. Lawrence, St. George, McGill and now Concordia which was originally Sir George Williams, here in Ottawa-Carleton, Carleton University and now the University of British Columbia. I meet regularly with the students across Canada, with faculty associations across Canada, and with administrations. Within the past month, for instance, I have talked personally to Or. Strangway of UBC, to George Pedersen of the University of Western Ontario, and to Bert Matthews of the University of Guelph.

CAUT - Would you foresee, once the platform committee has received these suggestions as to what might be in the platform, that the matter of postsecondary education and university research would be an important and significant part of the platform and in fact would be an issue in the campaign?

TURNER - Yes indeed, we will make it an issue. Just last week in Richmond, B.C., at the Oelta River Inn where we were convened as the British Columbia Liberal party in convention, I chose as my subject for the major Saturday evening address the subject of our young people, of youth, and high on the list of items I discussed was postsecondary education. Despite the fact that education is a provincial responsibility, in the postsecondary area we in parliament have a joint interest since education and research for me are national priorities.

CAUT - Oo you foresee Meach Lake making any difference?

TURNER - I expressed in Parliament yesterday and in reply to a question in my accountability session before British Columbia Liberals on Saturday morning that we are concerned about the future of the federal spending power under the Meach Lake accord. The drafting is vague. It talks in terms of provincial programs being "compatible with national objectives". The word compatible is ambiguous, the word objective is ambiguous, and we're concerned whether that federal spending power remains clear enough for future use of that power towards postsecondary education.

CAUT - But presumably Meach Lake was mostly directed towards new social programs. I suppose one could argue that health and postsecondary education are already existing federal programs?

TURNER - We hope that's so. In any event postsecondary education, medicare, hospitalization, unemployment insurance, old age pensions are as a result of federal spending power within provincial jurisdiction with or without constitutional amendments, with or without the provincial agreement. In future we are concerned of course about a national child care program or a guaranteed annual income. In any event we have not seen the final draft yet.

CAUT - There was a report from the Finance Committee of Senate which took a rather different tack on the position of postsecondary education from the one that the Liberal Task Force does. Can I take it from your words about the Liberal Task Force that you do not share the view of the Senate Finance Committee, namely that the funds of the federal government should be handed over to the provinces and the federal government should vacate?

TURNER - Our members of the House of Commons are more activist than our senatorial colleagues.

CAUT - When I was interviewing Mr. Broadbent a month or so ago, you will not be surprised to know that he suggested that our members should support the New Oemocratic Party in the next election because they would do better things for higher education than the Liberal Party would. In particular he said that he thought the Liberal Party would, in fact, restrict social spending in Canada in a manner which the NDP wouldn't and that that would therefore inevitably affect postsecondary education. Oo you have any response to that?

TURNER - I don't consider postsecondary education to be social spending. I consider it to be an investment in the intellectual brain-power of the country. Mr. Broadbent is entitled to have his views, but I speak on behalf of the Liberal Party and I assure you that your members should feel confident as to where our priorities are. I will also say that I probably visit far more universities in a year than he does and am probably more abreast of the situation.

CAUT - When Mr. Mulroney campaigned in the 1984 election he had a lot to say about research in general and university research in particular. Do you have any comments on the manner in which the Conservatives have carried out or not carried out those promises? What I suppose some of our members who may or may not have voted for Mr. Mulroney in the last election might wonder is how they can be certain that the statements of political leaders will actually translate into fact on the ground.

Liberal leader John Turner

TURNER - What else is new. Since I believe that public cynicism is very high these days and that trust in government and integrity in government are paramount to the good working, proper working of a free country like Canada, a parliamentary democracy, because I believe those of us in public life should say what we intend to do and not say what we intend not to do, I think that you can assure your readers and your members that I will only commit to the people of Canada what I feel reasonably I can put through.

CAUT - One final question just perhaps to reverse roles a bit. Oo you have anything that you would say to university professors about their participation in the political life in this country?

TURNER - I'm going to be reaching out through the three Canada conferences we are staging, one in Montreal in October on the economy, one in Halifax in Oecember on social policy generally, and one in Vancouver in February or March on sovereignty which would include defence policy, trade and so on. I am going to be reaching out to the university community in those conferences. They will be limited to 150 participants each, only half of whom will be members of the Liberal Party. These will be modelled on the Kingston model. I believe that we have failed to utilize the skills, insights, intuitions and brains of our academic community in Canada for nearly a generation. I want to reach out to the academic community and I invite your members and your readers to participate in what has become a very open process. So open that it sometimes looks divisive.

CAUT - If some of the members of CAUT were in fact interested in contributing to these forums should they write to you?

TURNER - Yes.

CAUT - Thank you very much Mr. Turner.

TURNER - Thank you for a very precise interview Or. Savage.

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Le rapport libéral sur l'éducation post-secondaire

Le rapport récemment rendu public du Groupe de travail national libéral sur l'éducation post-secondaire au Canada déclare que les universités canadiennes souffrent d'un sérieux sous-financement et sont victimes des querelles de juridictions fédérales-provinciales.

Le rapport, rendu public par le chef libéral John Turner à l'occasion d'une conférence de presse tenue à Ottawa le 4 mai, offre une série de recommandations, dont la plupart sont identiques aux positions adoptées par le Conseil de l'ACPU.

Le rapport recommande qu'Ottawa s'assure que les fonds destinés à l'éducation postsecondaire sont bel et bien utilisés à cette fin et qu'un nouveau système de primes d'encouragement est mis en place afin d'inciter les provinces à hausser leurs contributions. Le rapport recommande également la création d'un conseil consultatif par Ottawa, les provinces et la communauté universitaire.

Dans une entrevue publiée également dans le présent numéro du *Bulletin*, M. Turner déclare qu'il a accordé son appui général au rapport, que celui-ci serait transmis au comité chargé de rédiger la plateforme électorale du parti, et qu'il ferait de l'enseignement supérieur un des thèmes de la prochaine élection. Il rejette également le récent rapport du Sénat qui recommande l'abandon par Ottawa du domaine de l'éducation postsecondaire et qu'ont signé certains sénateurs libéraux.

Le rapport estime que le sous-financement place la recherche dans une situation périlleuse. Il attaque la décision des Conservateurs de geler les fonds de base des conseils subventionnaires fédéraux et de pénaliser les recherches en sciences humaines. Il a découvert que beaucoup de subventions de recherche fédérales ne couvrent pas les frais administratifs attenants. Le rapport s'oppose également aux coupures effectuées par le gouvernement fédéral dans les sections de recherche d'Environnement Canada et de Transports Canada. Il recommande l'annulation de la coupure de 20 millions de dollars imposée au CNRC, ainsi que des coupures imposées au Centre de toxicologie de Toronto-Guelph, au Centre canadien de la faune, au Secrétariat de l'environnement et aux autres programmes du ministère de l'Environnement. Il conseille vivement l'augmentation de la recherche faite par les organismes gouvernementaux, en particulier dans les secteurs de la recherche de base qui exigent des capitaux importants. Dans l'entrevue qu'il a accordée au *Bulletin*, M. Turner déclare qu'il a été particulièrement perturbé par la mise au rancart du centre de toxicologie, qui devait être financé conjointement par les universités de Toronto et de Guelph, et que son gouvernement avait appuyé durant son bref mandat.

Le Groupe de travail presse le gouvernement fédéral d'adopter les programmes quinquennaux du CRSNG, du CRSH et du CRM, puis d'indexer leurs budgets de base.

Il insiste sur la nécessité pour le gouvernement fédéral d'agir de concert avec les provinces et le secteur privé afin d'augmenter le financement de la recherche et du développement jusqu'à concurrence de 2,5 pour cent du PNB.

Le rapport fait ressortir que les étudiants n'ont pas envie de poursuivre leurs études car ils doivent faire face à d'énormes dettes, à des frais de scolarité toujours grandissants, à des problèmes de logement, et à des pénuries d'emplois au moment où ils reçoivent leur diplôme. Il recommande que le gouvernement fédéral fournisse aux étudiants des bourses ainsi que des prêts selon une formule qui ne tienne pas compte du revenu des parents et qui prévoie le remboursement des prêts par l'étudiant uniquement après que ce dernier a terminé ses études et trouvé un emploi. Le remboursement s'effectuerait alors par versements proportionnels au salaire reçu. Il s'agit là de la seule recommandation du rapport opposée à la politique de l'ACPU. Le rapport suggère de plus que l'intérêt sur les prêts soit fixé aux taux en vigueur au moment du remboursement plutôt qu'au moment du prêt.

Le rapport recommande l'augmentation du nombre d'étudiants étrangers au moyen de l'élimination ou de la réduction, par des négociations menées avec les provinces, des frais différentiels, et grâce à un soutien accru provenant de l'ACDI et d'autres mécanismes d'aide à l'étranger. Les étudiants étrangers ne devraient pas payer de cotisations d'assurance-chômage à moins d'être admissibles à recevoir des prestations en cas de chômage.

Le Groupe de travail a attaqué la politique du gouvernement actuel consistant à céder les programmes de recyclage au secteur privé au lieu de continuer à utiliser les installations des collèges communautaires.

Pour effectuer son étude, le Groupe de travail a visité chaque province, sauf le Nouveau-Brunswick, et a reçu les témoignages de centaines de témoins. Tant l'ACPU qu'un grand nombre d'associations de professeurs d'université de tout le Canada ont témoigné devant le comité.

Le Groupe de travail était formé du député Roland de Corneille (président), de l'honorable William Rompkey, député, de l'honorable Serge Joyal, ancien secrétaire d'État, et du sénateur Henry Hicks.

LIBERALS 1

been jointly sponsored by the universities of Toronto and Guelph and which had been supported by his short-lived government.

The Task Force urged the federal government to adopt the five year plans of NSERC, SSHRCC, and MRC and then to index the base budgets.

It insisted that the federal government work with the provinces and the private sector to increase funding for research and development to 2.5% of GNP.

The report found that students were discouraged in their pursuit of an education because they face high debt loads, growing fees, housing problems, and fewer jobs on graduation. It recommended that the federal government provide grants as well as loans to students, that these be independent of the income of parents, and that the loans be repaid only after the completion of studies and after finding employment. Then repayment would be related to income. This was the only recommendation of the report opposed to CAUT policy. The report suggested that interest be paid at prevailing rates rather than the rate at the time of the loan.

The report recommended that action be taken to increase the number of foreign students through negotiating with the provinces an end or a reduction in differential fees, along with increased assistance from CIDA and other foreign aid mechanisms. Foreign students should only pay UIC premiums if they can draw UIC benefits.

The Task Force attacked the current government policy of farming out retraining programs to the private sector rather than continuing to use the facilities of the community colleges.

In carrying out its study, the Task Force visited every province except New Brunswick and received testimony from hundreds of witnesses. Both CAUT and many of the faculty associations across Canada testified to the committee.

The members of the Task Force were Roland de Corneille M.P. (Chair), the Hon. William Rompkey M.P., the Hon. Serge Joyal former Secretary of State, and Senator Henry Hicks.

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Directeur Général

L'Association des Universités et Collèges du Canada (AUCC) est une association nationale groupant plus de quatre-vingts établissements conférant des grades et représentés par leurs dirigeants. L'AUCC compte également, à titre de membres associés, plus d'une trentaine de groupes représentant divers aspects des activités des universités au Canada. À l'occasion de la retraite du titulaire, M. Allan Gillmore, l'AUCC sollicite des candidatures et des propositions de candidats pour le poste de Directeur général.

Ayant à rendre compte au Conseil d'administration qui se compose de onze membres, le Directeur général est l'agent exécutif en chef de l'Association. Il lui incombe de veiller à l'administration générale du Secrétariat de l'AUCC, situé à Ottawa, et il a la responsabilité de la surveillance d'un personnel de plus de quatre-vingt-dix membres qui assurent des services aux établissements membres et des services par contrat à des organismes du Canada et de l'étranger. Le Directeur général de l'AUCC représente les universités canadiennes auprès des media, du grand public et des gouvernements canadiens et étrangers.

Les candidats au poste de Directeur général doivent comprendre à fond le système des universités canadiennes et avoir travaillé dans ou avec les universités durant une assez longue période. La capacité de fonctionner d'égal à égal avec les dirigeants des établissements membres et de traiter efficacement avec des représentants des gouvernements du Canada et de l'étranger est une qualité indispensable. Le Directeur général doit posséder des aptitudes remarquables à la communication et être en mesure de fonctionner avec compétence dans les deux langues officielles. Le poste exige du titulaire qu'il puisse voyager pour entretenir les rapports avec les organisations régionales et les groupements affiliés. Des qualités et des titres appropriés sont requis.

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The story of Brock secretary Mary Warner

by Deborah Harrison
Dept. of Sociology
Brock University

The story of Brock University secretary Mary Warner has already been published in the *St. Catharines Standard*, the *Niagara Falls Review*, and *The Canadian Human Rights Advocate*. Mary Warner's is an instructive story pertaining to the fates of vulnerable people in universities.

Mary Warner was the secretary of Brock's History Department from 1971 until 1986, that is from the year she was 29 until the year she was 44. Mary enjoyed her job, especially the close relationships she established with the History students and faculty, and from most accounts was extraordinarily good at it. However, on August 6, 1986, the University abruptly fired her. What had happened? This question has become the 64 thousand dollar issue at Brock and the occasion for $1.5 million in lawsuits, filed by Mary Warner and soon to come before the courts. The following is a necessarily incomplete account, but one which I hope can be enlightening.

In the spring of 1985, students and faculty from the Department began to complain to Brock's Sexual Harassment Committee about a History faculty member. The exact substance of the complaints are not known to all members of the Brock community, but they appeared to involve both Conflict of Interest and Sexual Harassment. It was also suggested to the Sexual Harassment Committee that Mary Warner, the History secretary, would be in a particularly good position to know "what had been going on." Hence, Mary was approached by the Committee and asked to give evidence.

Mary felt torn at this point. She felt that if she told the Committee what she knew it might help the University deal with a serious problem. On the other hand, she was a member of no association or union, there were no absolute guarantees that her appearance before the Committee would be kept confidential, and her lawyer predicted that if she gave the evidence she would sooner or later pay dearly. Mary sought reassurance from the President of the University, Alan Earp, who promised her that she would be protected, and on this basis she appeared before the Committee.

Unfortunately, some person or other found out about Mary's appearance and leaked it. Needless to say, in addition, not everyone in the History Department believed that Mary should have made this appearance. So, around January 1986, things began to "happen" to Mary in the Department. One day she arrived at work and found her electric heater kicked in. More seriously, after an excellent work record over 15 years, she suddenly found herself constantly being chastized for every conceivable minute misdemeanour — being one minute late from lunch, making a small typing error, making a mistake of any kind, etc. She was reprimanded, on one occasion, and on another occasion suspended from work.

By this time, the University Administration had received an enormous amount of evidence against the faculty member. It told him that if he did not resign he would face an inquiry. The faculty member resigned, after receiving a better paying offer from a university in the United States. The University had written letters of reference to the other institution on his behalf.

In the meantime, Mary was finding life in the History Department increasingly intolerable. She was determined to wait it out, but in March the University put her on a two week paid leave and advised her to seek counselling. A few days before the end of her leave, the Director of Personnel phoned her and told her not to report back to the History Department when she returned, but to report to the typing pool. Needless to say, this new appointment represented a demotion.

In April, Mary was temporarily transferred to the Sociology Department, where she replaced a secretary who was on maternity leave. The secretary was due to return August 15. In May, Mary saw her old History job posted, and decided to apply for it. She was turned down. She applied for two or three other jobs around the University, and was turned down again. In July, she received notification of her permanent transfer to the typing pool. It was subsequently maintained by the University that Mary refused to work in any other department except History, and so left the University no option but to fire her. Mary, however, has kept a copy of a letter she wrote in July, in which she formally accepted her transfer.

Notwithstanding that, on the morning of August 6, Mary was visited in the Sociology Department by the Director of Personnel and the Chief of the Campus Police. She was told that her employment was terminated. In the ensuing nine months, she has applied for a number of secretarial positions in the Niagara Region, and on all these occasions has been turned down. In the Niagara Region, being fired by Brock University is considered to be a bad recommendation to a potential employer.

The treatment of Mary's supporters has been almost as instructive as the treatment of Mary. Tenured Brock faculty and Niagara Region journalists have escaped for the most part unscathed, due to the relative autonomy that their positions allow them. The faculty have set up a Mary Warner Defense Fund and the journalists have done a great deal to publicize the story. Brock students have also spoken out, through the local newspapers, the Brock student press, delegations to the Board of Trustees, and visits to the Minister of Colleges and Universities. However, they have not been as fortunate as the journalists and faculty members. A reporter for the student newspaper was challenged by a member of the Administration, and another student was approached by the University's lawyer when she was found to be disseminating "information packages."

The University denies any connection between Mary's appearance before the Sexual Harassment Committee and the fact that it subsequently fired her. However, this denial is difficult to believe. The Administration has admitted that it removed Mary from the History Department because of the ongoing repercussions of her testimony and so, whether the connection is direct or not, it is, however you look at it, a connection.

It would not be true, certainly, to state that Mary Warner was fired for giving evidence to the Sexual Harassment Committee. All might have gone well for Mary if the fact of her appearance had not been leaked to members of the History Department and some of them had not, then, retaliated, thus presenting the Administration with a messy problem. Even at that point, matters would not have become so serious had Mary been able to seek protection from a staff association (Brock is the only university in Ontario that does not have one). On the other hand, all of these things did happen; and they resulted in injustices to this unprotected woman clerical worker, which were compounded, finally, with the ultimate injustice.

At least two lessons are apparent from this awful tale. First, the contrast between the eventual fates of the faculty member (who presumably was the original cause of the problem) and the clerical worker (who was guilty only of good intentions) underscores the long road we have still to travel toward attaining gender equity in the school and workplace. The person who achieved a better paying job and promotion was a male faculty member; the person who lost her job, and may never get another, was a female clerical worker. Many students suffered in the course of these events, but it was female students who probably suffered most.

Mary Warner

Second, and more concretely, vague promises of confidentiality and protection from a sexual harassment committee or administration are not sufficient to ensure the safety of students and staff-persons who give evidence in sexual harassment cases. Not only Mary Warner, but also the students who spoke up in this instance, were subsequently made to feel uncomfortable in the History Department. For example, as they later told the *St. Catharines Standard*, several students felt unable thereafter to take courses from certain faculty.

In conclusion, some serious thinking must be devoted to the protection of individuals in the university community who are not protected by tenure — whether they are male or female. Sexual harassment is a clear instance of abuse of professional authority. However, as the story of Mary Warner illustrates compellingly, other kinds of abuse can be equally devastating.

* * * *

The Trustees of the Mary Warner Fund invite you to assist Mary Warner to pay her legal bills in the pursuit of the establishment of her rights and reputation. Please send cash or cheques, payable to "Mary Warner Fund" to trustee E.A. Cherniak, Department of Chemistry, Brock University, St. Catharines, Ontario L2S 3A1. Receipts and letters of thanks will be forwarded to all contributors. Approximately $3000 has been collected from contributors inside and outside of Brock University since February, 1987. The trustees of the Mary Warner Fund thank everyone for past and future financial support.

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Reporting to the eleven-member Board of Directors, the Executive Director is the chief executive officer of the Association. The Executive Director is responsible for the overall management of the AUCC secretariat located in Ottawa, and supervision of over ninety personnel engaged in services to member institutions and services under contract to agencies in Canada and abroad. The Executive Director of AUCC represents Canadian universities to the general public, the media, and both Canadian and foreign governments.

Candidates for Executive Director must possess a thorough understanding of Canadian universities and have spent a significant period of time working in or with universities. The ability to function at the peer level with the executive heads of the member institutions, and to deal effectively with representatives of governments in Canada and abroad, is essential. The Executive Director must have superior communications abilities, and be able to function competently in both official languages. Travel for the purpose of maintaining contact with regional organizations and affiliate groups is a feature of the position. Appropriate qualifications and credentials are required.

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Les années 80: une décennie de déclin dans l'Ouest

par Rosalind Riseborough
Agent de recherche de l'ACPU

Au cours des récents mois, l'attention s'est portée sur la crise économique qui frappe les provinces de l'Ouest, principalement la Colombie-Britannique, l'Alberta et la Saskatchewan. Aux universités dont les salaires font l'objet de négociations, les professeurs doivent faire face à la menace de coupures ou de gels salariaux, ou à des administrations prétendant être dans l'impossibilité de respecter les règlements salariaux obtenus par arbitrage.

Traditionnellement, les professeurs des universités de l'Ouest comptaient parmi les mieux payés du pays. La prospérité économique et le coût élevé de la vie qui en résultait, ainsi que la concurrence avec l'industrie privée pour s'assurer les services de personnes très qualifiées, constituaient les raisons principales expliquant ces salaires élevées. Les changements apportés au financement des universités par les gouvernements provinciaux, ainsi que les changements touchant la proportion des dépenses de fonctionnement des universités affectée aux salaires des universitaires, ont entraîné un recul relatif des professeurs des universités de l'Ouest par rapport à leurs collègues de l'ensemble du pays.

Dans le présent article seront examinés les changements apportés au financement, aux dépenses affectées aux salaires des universitaires, et aux salaires moyens des professeurs d'université, et ce afin de démontrer la manière dont les décisions financières des gouvernements provinciaux et des administrations universitaires ont touché depuis 1981 les salaires des professeurs des universités de l'Ouest.

Tendances observées dans le financement provincial des universités

Dans l'ensemble des provinces de l'Ouest, l'accroissement en pourcentage des subventions générales de fonctionnement a lentement diminué. En 1981-1982, les universités de l'Ouest ont bénéficié d'un accroissement de leurs subventions de fonctionnement dépassant largement 10 pour cent. Dans la province de l'Alberta, par exemple, la subvention provinciale de fonctionnement était approximativement de 17 pour cent supérieure à celle de l'année précédente, tandis que dans les autres provinces de l'Ouest, les accroissements de subventions avoisinaient les 13 pour cent. Durant l'année suivante, les allocations provinciales destinées aux universités augmentèrent encore plus dans les provinces du Manitoba (15,7 pour cent) et de la Saskatchewan (14,9 pour cent), et dépassaient encore 10 pour cent en Alberta (15,6 pour cent) et en Colombie-Britannique (10,8 pour cent). Par la suite, cependant, on assista à un renversement dramatique de la situation. Les universités du Manitoba connurent encore une année d'augmentation relativement élevée des subventions (10,3 pour cent), mais ailleurs les allocations provinciales destinées aux universités commencèrent à diminuer. En Saskatchewan, l'accroissement fut coupé de moitié entre 1982-1983 et 1983-1984, passant de 14,9 pour cent à 7 pour cent. Dans la province de l'Alberta, l'accroissement des subventions subit une chute de plus de 10 pour cent, passant à 5,1 pour cent en 1983-1984, tandis que les universités de la Colombie-Britannique étaient les premières dans le pays à faire l'expérience d'un accroissement nul des subventions de fonctionnement.

A mesure que se prolongeait la récession économique dans les provinces de l'Ouest, le financement des universités empirait sans cesse. C'est la province de la Colombie-Britannique qui frappa ses universités le plus durement en introduisant des coupures budgétaires réelles de 5 pour cent, tant en 1984-1985 qu'en 1985-1986. On pourrait affirmer que la province se laissa quelque peu fléchir en 1986-1987 en introduisant un accroissement nul plutôt qu'une réduction des subventions, et en mettant sur pied un fonds pour l'excellence.

Il vaut la peine de noter que les subventions réelles de fonctionnement des universités de la Colombie-Britannique se chiffraient approximativement à 271,6 millions de dollars,le même montant que celui accordé cinq ans auparavant, en 1981-1982. L'accroissement des subventions de fonctionnement pour 1987-1988 n'a pas encore été établi d'une manière définitive, mais il devrait être fixé à environ 5,6 pour cent, auquel s'ajoutera le fonds pour l'excellence.

En Alberta, l'accroissement des subventions tomba à 4,9 pour cent en 1984-1985, et à 2,7 pour cent en 1985-1986. Il s'éleva légèrement pour atteindre 3 pour cent en 1986-1987. Durant la dernière décennie, la plupart des provinces ont insuffisamment financé les universités simplement en s'assurant que les augmentations des subventions annuelles étaient inférieures au taux d'inflation. En 1987-1988, toutefois, suivant l'exemple de la Colombie-Britannique, l'Alberta est devenue la deuxième province à imposer une coupure réelle dans les montants versés aux universités à titre de subventions de fonctionnement. Cette année, les universités de l'Alberta doivent faire face non seulement à une coupure causée par l'inflation, mais également à une diminution de 3 pour cent du montant de leur subvention par rapport à celle de l'année dernière.

Les universités de la Saskatchewan ont bénéficié d'augmentations de 5 pour cent en 1984-1985 et en 1985-1986. En 1986-1987, l'allocation aux fins de fonctionnement s'est accrue de 3 pour cent. Cette année, le gouvernement provincial n'a prévu aucune augmentation des fonds affectés au fonctionnement, et a imposé à l'Université de Regina l'obligation d'éliminer son déficit au cours des quatre prochaines années.

Au Manitoba, on semble constater un certain décalage par rapport à la situation décrite ci-dessus relativement au financement. La diminution soudaine de l'accroissement des subventions s'est produite une année plus tard que dans les autres provinces de l'Ouest. L'année suivante, soit en 1984-1985, une augmentation de 3 pour cent des subventions fut accordée, suivie en 1985-1986 par une augmentation de 2 pour cent. Pour l'année 1986-1987, on accorda une augmentation très légèrement supérieure de 3,5 pour cent, et les subventions de fonctionnement pour 1987-1988 seront augmentées de 4,7 pour cent. Les augmentations touchant les universités du Manitoba sont dans une certaine mesure annulées par la décision du gouvernement provincial d'imposer des cotisations sociales provinciales de 2,25 pour cent aux universités, même si de telles cotisations sont censées recueiller des fonds à l'intention des universités, et non coûter de l'argent à celles-ci.

Modification du pourcentage des budgets généraux de fonctionnement consacré aux salaires depuis 1981-1982, par université

L'un des postes principaux du budget général de fonctionnement d'une université est constitué par les salaires versés au personnel universitaire. En général, ceux-ci, en excluant les avantages, représentent entre 40 et 50 pour cent des dépenses générales de fonctionnement, et dans certains cas un pourcentage encore plus élevé. Durant la période de quatre ans s'échelonnant de 1981-1982 à 1985-1986, on constatait déjà des changements dans la proportion des fonds affectés au fonctionnement consacrés aux salaires du personnel employé par les universités des provinces de l'Ouest.(On ne dispose pas encore de données comparables pour l'année 1986-1987.) Il s'est produit une baisse généralisée de la part des dépenses de fonctionnement consacrées aux salaires des universitaires dans toutes les provinces de l'Ouest sauf l'Alberta.

A l'Université de la Colombie-Britannique, les salaires des universitaires représentaient 47,8 pour cent du total des dépenses générales de fonctionnement en 1981-1982. En 1985-1986, cette proportion avait chuté de 4,1 pour cent, pour atteindre 43,7 pour cent des dépenses de fonctionnement. De même, à l'Université de Victoria, les salaires du personnel sont passés de 40,2 pour cent, en 1981-1982, à 37,4 pour cent, soit une baisse de 2,8 pour cent. A Simon Fraser, on a constaté un accroissement du pourcentage des dépenses consacrées aux salaires des universitaires, bien que ce dernier fût, et demeure, relativement bas par rapport aux autres universités de l'Ouest. En 1981-1982, les salaires des universitaires représentaient 32,2 pour cent des dépenses, et en 1985-1986, ils avaient passé à 34,9 pour cent.(Les données portant sur le RRMC ne sont pas disponibles.)

En Alberta, la proportion en 1981-1982 des dépenses de fonctionnement consacrées aux salaires des universitaires a atteint le niveau le plus bas des provinces de l'Ouest. Comme l'Alberta ne connut pas de coupures importantes de fonds entre 1981-1982 et 1985-1986, la part des dépenses de fonctionnement consacrées aux salaires des universitaires n'a pasdécru durant cette période. Au contraire, dans trois des quatre universités de cette province, elle s'est accrue légèrement, si bien qu'en 1985-1986, les dépenses consacrées aux salaires avoisinaient de plus près la moyenne de la région. A l'Université de l'Alberta, les salaires représentaient les pourcentages relativement modestes de 38,7 pour cent en 1981-1982, et de 42,05 pour cent en 1985-1986. A Calgary, cette part a diminué, passant de 43,6 à 43,3 pour cent. A Lethbridge, les salaires constituaient 39,2 pour cent des dépenses en 1981-1982,et 40,6 en 1985-1986. A Athabasca, un établissement d'enseignement isolé, les salaires des universitaires représentaient uniquement 14,3 pour cent des dépenses au début de cette période, et 17,6 pour cent à la fin.

En Saskatchewan, on a constaté durant cette période de quatre ans une diminution de la part des dépenses consacrées aux salaires des universitaires à l'Université de Regina et au St. Thomas More College, et très peu de changements à l'Université de la Saskatchewan. La part des salaires des universitaires de Regina a baissé de 41,9 à 40,1 pour cent, celle de St. Thomas More de 47,3 à 44,8 pour cent, tandis que celle de Saskatchewan augmentait de 44,8 à 45,2 pour cent.

Trois des universités du Manitoba ont également connu des baisses à cet égard. Les salaires des professeurs représentaient à l'Université du Manitoba 46,1 pour cent des dépenses en 1981-1982, et 44,7 en 1985-1986. A Brandon, 41,1 pour cent des dépenses étaient consacrées aux salaires en 1981-1982, et seulement 39,85 quatre ans plus tard. A Winnipeg, la propor-

Voir DÉCLIN/14

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The Department of Religion and Culture of Wilfrid Laurier University invites applications for a continuing full-time appointment in the area of *Psychology of Religion* beginning July, 1988. The deadline for receipt of applications is August 31, 1987. Completed Ph.D. in the Psychology of Religion and either clinical training or extensive teaching and publications in the psychology of death and dying are required. Previous teaching experience at the graduate level and an established publishing record are necessary qualifications. Rank and salary are negotiable. Letters of application with curriculum vitae, three letters of reference, sample publications, course outlines, and course evaluations should be sent to **Dr. Ron Grimes, Chair, Department of Religion and Culture, Wilfrid Laurier University, Waterloo, Ontario, Canada, N2L 3C5.** In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents

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The Department of Geology at The University of Western Ontario invites applications for a two year limited term appointment as Lecturer preferably beginning July 1, 1987 possibly convertible to a tenuretrack appointment at a later date. Minimum salary is $24,000/annum, subject to budget approval.

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The '80s: a decade of salary decline in the West

by Rosalind Riseborough
CAUT staff

In recent months, attention has been focussed on the economic crisis in the western provinces, especially British Columbia, Alberta and Saskatchewan. At universities where salaries are under negotiation, faculty are having to contend with the threat of wage cuts or freezes, or with university administrations arguing their inability to pay arbitrated salary settlements.

Traditionally, the faculty in western universities have been among the most highly paid in the country. Economic prosperity and the resulting high living costs and competition with industry for highly qualified individuals were among the main reasons for these salaries. Changes in the funding provided to universities by provincial governments and changes in the proportion of university operating expenditures devoted to academic salaries have caused western faculty to lose ground in comparison with their colleagues across the country.

In this article the changing pattern of funding, expenditures on academic salaries and average faculty salaries will be examined to show how the financial decisions of provincial governments and university administrations have affected the salaries of western faculty since 1981.

Trends in provincial funding of the universities

Throughout the western provinces, the percentage increase in general operating grants to universities has slowly been decreasing. In 1981-82, western universities had received operating grant increases which were well over 10%. In the province of Alberta, for example, the provincial operating grant was approximately 17% higher than in the previous year, while in the other western provinces grant increases approximated 13%. In the following year, provincial allocations to universities increased even more in the provinces of Manitoba (15.7%) and Saskatchewan (14.9%), and were still over 10% in Alberta (15.6%) and British Columbia (10.8). After that, however, the trend changed dramatically. The universities in Manitoba experienced one more year of relatively high grant increases (10.3%), but elsewhere the provincial allocations to universities began to decline. In Saskatchewan the increase was halved between 1982-83 and 1983-84, falling from 14.9% to 7.0%. In the province of Alberta the grant increase fell by more than 10%, to 5.1% in 1983-84, while the universities in British Columbia experienced the first zero increase in operating grants in the country.

As the economic reeession in the western provinces lengthened, the funding of the universities grew steadily worse. The Province of British Columbia hit its universities the hardest, by introducing real budget cuts of 5.0% in both 1984-85 and 1985-86. It could be said that the province relented somewhat in 1986-87 by providing a zero increase rather than a grant cut, and by distributing a fund for excellence.

It is worth noting that the actual operating grant for British Columbia universities was approximately $271.6 million, the same dollar figure granted five years previously in 1981-82. The operating grant increase for 1987-88 has not yet been finalized, but will be approximately 5.6% in addition to a fund for excellence.

In Alberta grant increases fell to 4.9% in 1984-85, and to 2.7% in 1985-86. They rose slightly to 3.0% in 1986-87. Over the last decade most provinces underfunded universities by simply ensuring that increases in annual grants did not match increases in inflation. In 1987-88, however, following the example of British Columbia, Alberta became the second province to impose an actual dollar cut in university operating grants. This year Alberta universities now must contend not only with a cut due to inflation, but also with a 3.0% decrease in the dollars they receive as compared with last year.

The universities in Saskatchewan received 5.0% increases in 1984-85 and 1985-86. In 1986-87, the operating allocation increased by 3.0%. This year the provincial government has provided no change in operating funds, and has imposed a requirement on the University of Regina to eliminate its deficit within the next four years.

In Manitoba, there appears to be somewhat of a time lag in the funding trend described here. The sudden drop in grant increases occurred a year later than in the other western provinces, followed by a 3.0% grant in 1984-85, and 2.0% in 1985-86. The year 1986-87 saw a very slight rise to 3.5% and the operating grant for 1987-88 will be 4.7%. The increases to Manitoba universities are somewhat offset by the decision of the provincial government to apply a provincial payroll tax of 2.25% to universities even though the tax is supposed to raise money for universities, not cost them money.

Change in % of general operating budgets devoted to salaries since 1981-82, by university

One of the major items in the general operating portion of university expenditures is academic rank salaries. In general, academic rank salaries, excluding benefits, account for between 40% and 50% of general operating expenditures, with some variation beyond this range. In the four-year period between 1981-82 and 1985-86 changes were already occurring in the proportion of operating funds spent on academic rank salaries at universites in the western provinces. (Comparable data are not yet available for 1986-87.) There was a general decline in the academic salary portion of operating expenditures in all western provinces except Alberta.

A University of Calgary classroom. **Between 1981-82 and 1985-86, professors at Calgary saw their average salary levels drop from a position of second to sixth in Canada; the salary drop for B.C. professnrs is even more dramatic.**

At the University of British Columbia, academic rank salaries accounted for 47.8% of total general operating expenditures in 1981-82. By 1985-86, this proportion had fallen by 4.1% to 43.7% of operating expenditures. Similarly, at the University of Victoria, academic rank salaries fell from 40.2% in 1981-82 to 37.4%, or a decline of 2.8%. At Simon Fraser there was an increase in the academic salary share of expenditures, although the proportion was and is low relative to other western universities. In 1981-82 academic salaries formed 32.2% of expenditures and in 1985-86 they explained 34.9%. (Data are not available for RRMC.)

In Alberta in 1981-82 the proportion of operating expenditures devoted to academic salaries fell at the lower end of the range prevalent in the western provinces. As major funding cuts were not imposed upon Alberta universities between 1981-82 and 1985-86, the academic salary share of operating expenses did not decrease during that time. Rather, in three of the four universities they increased slightly, so that by 1985-86 salary expenditures were somewhat closer to the average for the region. At the University of Alberta, salaries accounted for a relatively low 38.7% in 1981-82 and 42.05 in 1985-86. At Calgary, the share declined from 43.6% to 43.3%. At Lethbridge salaries made up 39.2% of expenditures in 1981-82 and 40.6% in 1985-86. At Athabasca, a distance education institution, academic rank salaries formed only 14.3% of expenditures at the beginning of the time period and 17.6% at the end.

In Saskatchewan there was a decline in the academic salary share of expenditures at the University of Regina and St. Thomas More College, while the University of Saskatchewan changed very little over the four year period. Regina's academic salaries declined from 41.9% to 40.1% of expenditures, St.Thomas More's from 47.3% to 44.8%, while Saskatchewan's rose from 44.8% to 45.2%.

Three of the universities in Manitoba also experienced declines in this regard. Faculty salaries accounted for 46.1% of the expenditures in 1981-82 and 44.7% in 1985-86 at the University of Manitoba. At Brandon 41.1% was spent on faculty salaries in 1981-82 and only 39.85 was spent four years later. At Winnipeg, the proportion decreased from 47.2% to 44.7%. St-Boniface was the only western institution in which a large increase occurred, from 39.5% to 49.7%.

These figures do not extend to 1986-87, nor do they include estimates for 1987-88. It appears, however, that a pattern has emerged showing a decline in the academic salary proportion of university operating expenditures.

Change in average salaries by university since 1981-82

A third aspect of the economic situation at western universities is the actual salary of faculty. It has been seen how the provincial funding to the university has declined steadily over the past several years, and how the proportion of university expenditures on academic salaries has also decreased. How has this affected the salaries of western faculty compared with the rest of the country? The answer is not surprising: academics in the western provinces have lost a considerable amount of ground in comparison with their eastern colleagues.

The faculty at universities in the western provinces, especially in British Columbia and Alberta, have traditionally been among the most highly paid in the country. Reasons for this have been numerous, not least being a relatively high cost of living and high housing costs (see *CAUT Bulletin*. "Taxes and housing costs across Canada: how they affect your income." September, 1979. p.40)

In terms of average faculty salaries*, in 1981-82 six of the top ten Canadian universities were from the western provinces, and included Calgary, UBC, Simon Fraser, Alberta, Saskatchewan and Victoria. By 1985-86, only four of the top ten were from the west, and included Alberta, Calgary, Manitoba and Saskatchewan. The three universities from British Columbia dropped out of the top ten, and indeed out of the top fifteen.

Almost every western university fell two or more ranks between 1981-82 and 1985-86. As might be expected, the universities in British Columbia fared the worst: UBC fell sixteen places, from third to nineteenth; Simon Fraser dropped thirteen, from fourth to seventeenth; and Victoria fell twelve, from eighth to twentieth. In Alberta, Calgary fell from second to sixth, and Lethbridge from eleventh to fourteenth. The University of Alberta actually rose from fifth place to fourth. Both the University of Regina and Saskatchewan lost ground in the four year period, with Regina going from eighteenth to twenty-fourth and Saskatchewan from seventh to ninth.

The University of Manitoba was one of the few western universities that did not actually lose ground in the average salary ranking scheme. The major declines in British Columbia especially resulted in an upward change in rank for Manitoba, in spite of the fact that salary settlements at that university were no better, and in some instances were worse, than settlements in the eastern part of the country. The University of Manitoba moved from fifteenth place in 1981-82 to eighth in 1985-87. The University of Winnipeg also made a gain, although in both years it was still in the

... See SALARIES/14

Conference tackles women's concerns

by Jane Gordon
Chair, CAUT Status of Women Committee

Approximately 50 people from universities all over Ontario attended the third annual conference of Ontario Status of Women Officers. This year's conference held in Kingston May 10-12 was the largest yet. I attended to represent the CAUT in a panel session on inter-university networks and women's issues.

The scope of the work done by most of the participants was far broader than CAUT's involvement with women academics and librarians. Most participants worked with the issue of affirmative action for non-academic university employees.

The deliberation of the conference crossed standard boundaries in the university in recognizing that women's issues, such as child-care and gender stereotyping, are pervasive.

The workshop began with a presentation by Monique Bégin on women and power. Her perspective on universities after a relatively short period as Chair of Women's Studies at Carleton University and the University of Ottawa showed her astuteness at seeing past the rhetoric and mythology of institutional structure. Universities, she argued, are effective at disempowering women.

There were also presentations on strategies for influencing hiring, case study deliberations, and practical considerations of the essential elements for a manual on employment equity.

Monique Bégin

It is heartening to see the concern and commitment of those who do the nitty-gritty work of employment equity. Faculty concerns were not a major focus but they were addressed. It is encouraging to work with faculty (CAUT and OCUFA were represented), administrators (the Council of Ontario Universities), and staff (the Ontario Association of Non-Academic Staff) on issues of common concern.

From CAUT's point of view, it was a good opportunity to communicate our policies on employment equity and to make connections with others working for the same goal.

PLAN NOW

WHO:	CAUT STATUS OF WOMEN COMMITTEE
WHAT:	1987-88 STATUS OF WOMEN WORKSHOP
WHEN:	OCTOBER 16-18, 1987
WHERE:	FREDERICTON, NEW BRUNSWICK
WHY:	To get together to discuss the special concerns of women in the university and academic freedom.

Watch for details in the *CAUT Bulletin*. Call Rosalind Riseborough at the CAUT office for further information. 613-237-6885.

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PLANIFIEZ DES MAINTENANT

AUTEUR:	COMITE DE L'ACPU DU STATUT DE LA FEMME
OBJET:	ATELIER SUR LE STATUT DE LA FEMME POUR 1987-1988
DATE:	DU 16 AU 18 OCTOBRE 1987
LIEU:	FREDERICTON (NOUVEAU-BRUNSWICK)
RAISON:	Se réunir afin de discuter des préoccupations propres aux femmes dans les universités et de la liberté universitaire.

Consultez le *Bulletin* de l'ACPU afin d'obtenir plus de détails. Si vous désirez des informations additionnelles, veuillez communiquer par téléphone avec Rosalind Riseborough, du bureau de l'ACPU, au numéro suivant: (613) 237-6885.

Status of Women

Rebecca Coulter
SWC member

Positive action and the Federal Contractors Program

Employment equity has become an issue of higher priority at many universities across the country since the federal Employment Equity Act was proclaimed in August of 1986. Although the Act itself does not apply to universities, a derivative cabinet directive known as the Federal Contractors Program (FCP) does have force in those post-secondary institutions employing 100 or more people and wishing to bid on federal government contracts for goods and services worth $200,000 or more.

The FCP took effect on 1 October 1986 and requires eligible contractors to sign Certificates of Commitment indicating their intent "to implement employment equity" according to a set of criteria outlined as part of the FCP. According to the latest "Certified Employers List" from Employment and Immigration Canada, four universities — Toronto, Waterloo, Windsor and York — have signed Certificates of Commitment which will now lead them to the second step of the program, namely implementation.

During this stage, the universities will be expected to:

1. Identify and remove discriminatory barriers to employment and promotion for women, visible minorities, aboriginal peoples and disabled persons including the elimination or modification of all practices and systems relating to human resource policies which cannot be shown to be *bona fide* occupational requirements.
2. Improve the participation of designated group members through hiring, training and promotion.
3. Introduce special measures and establish internal goals and timetables for the achievement of employment equity.
4. Retain records of the implementation process.

The universities, like other employers, will be subject to indepth compliance reviews by officials of CEIC and failure to comply could theoretically lead to the imposition of sanctions including, eventually, exclusion from bidding on federal government contracts.

Clearly the Federal Contractors Program offers interesting possibilities for the implementation of CAUT's positive action policies at many universities. Besides the four which have signed Certificates of Commitment, CEIC has indicated that, on the basis of past experience with federal contracts, the Universities of Manitoba, New Brunswick, Ottawa, Saskatchewan and Sherbrooke would also be eligible contractors. Of course, other universities intending to submit bids on federal goods and services contracts over $200,000 will also need to conform to the requirements of the Federal Contractors Program.

It should also be noted that, while the FCP does apply to all departments of the government, at this stage it is not clear if it extends to agencies such as the Canadian International Development Agency. Some universities have, apparently, been told it does not. At this point the FCP also does not cover grants or awards made under the Canadian Job Strategy program.

Despite these exclusions, there is considerable scope for arguing that all universities should be considering employment equity strategies since the evidence suggests that over the next decade the federal and at least some provincial governments will increasingly expect such policies to be instituted if only to uphold their public commitments to equality both at the national and international levels.

To date, the implementation of the FCP has not been easy. There appears to be a high level of uncertainty about what is needed and expected both within the CEIC and university administrations. The Association of Universities and Colleges of Canada has expressed a number of concerns about the program not the least of which is the way in which it does or does not interface with provincial human rights legislation. CEIC officials have indicated that "good faith" in "trying" to eliminate systemic discrimination will be the significant factor in judging contract compliance and one might question how determined the federal government is to make this program work given that only five inspectors will be used to monitor the FCP for the whole country.

In this climate of uncertainty, faculty associations should assume a leadership role and insist on being involved in the development of employment equity programs that are meaningful and workable. Certainly, the implementation criteria for the FCP clearly and forcefully suggest that unions and/or employee associations must be involved in the design and introduction of any employment equity plan. Indeed, it is difficult to imagine how any university administration could expect to conform to the requirements of the FCP that demand the "elimination of modification of those human resource policies, practices and systems, whether formal or informal, shown to have or likely to have an unfavourable effect on the employment status of designated group employees" without working closely with the bargaining units on campus.

Faculty associations and campus Status of Women committees developing employment equity strategies will find that the *CAUT Handbook* contains a number of policy statements germane to this issue. The "Policy Statement on Positive Action to Improve the Status of Women in Canadian Universities" specifically addresses the question of employment equity and outlines collective bargaining strategies and other initiatives which can be utilized to achieve employment equity.

In addition, some universities have already conducted studies and outlined strategies for the implementation of equity policies, particularly with regard to the status of women, although a great deal of work remains to be done. Some provincial confederations of faculty associations and unions have also been giving considerable attention to employment equity issues. The Status of Women Committee is aware of a number of initiatives at various universities across the country and would be happy to share this information with faculty associations/unions.

In addition, local employment equity branches of Employment and Immigration Canada make available, free of charge, the services of an Employment Equity Consultant who can provide information, conduct workshops and assist in developing appropriate employment equity programs.

It would be naive to assume that the implementation of employment equity programs in universities will be easy or even that the development of faculty association positions on employment equity will be trouble-free. The requirements of employment equity challenge us to re-think matters such as the meaning of merit and the ways in which collective agreements might be part of the problem of systemic discrimination. This means that ways to discuss the concepts of systemic discrimination and positive action clearly and openly must be devised and that faculty associations must recognize that the questioning of current hiring and promotion practices in universities may be felt as a personal or professional threat by many faculty.

The Federal Contractors Program provides an incentive for many universities to begin implementing employment equity programs. Faculty associations/unions should grasp the opportunity offered and use it to develop new policies and procedures for the workplace that act to eliminate systemic discrimination and barriers to employment for women and other designated groups.

CHILDREN ABROAD, A GUIDE FOR FAMILIES TRAVELLING OVERSEAS, by Dr. Joe Losos, Dr. Alistair Clayton, Nancy Gerein, Ruth Wilson, Deneau Publishers, Toronto, 1986.

by Jane Gordon

I suppose having spent a sabbatical abroad with two young children qualifies me to review this book. Being on the SWC makes me query the dynamics and work arrangements on the part of two male physicians and two female nurses who wrote this book. However, apart from these questions, the issue of the usefulness of the book remains.

The authors suggest this volume is useful for travelling Canadian families going to any destination for any length of time. A bit of hyperbole. It is probably most useful for those going to developing countries and as a review of the common sense and medical practices to adopt to minimize illness. Alot of it is fairly well known information (boil the water, wash your hands, and take your malaria pills six weeks after you leave the area.) Advice is given on how to travel with children, how to aid adjustment to a new home and re-entry to Canada. The book is useful for giving one a sense of confidence that one is acting in the best way possible.

The coverage is rather superficial and, except for the health section, was full of the kind of information most parents already have. It's a practical volume to glance at in the library before you take a sabbatical overseas, but not a must-buy for your family bookshelf.

Prof. Gordon is with the Dept. of Sociology at Mount St. Vincent University.

The reasons why I don't have a personal computer

by Alison Hayford

Prof. Hayford is chairperson of the Dept. of Sociology and Social Studies at the University of Regina.

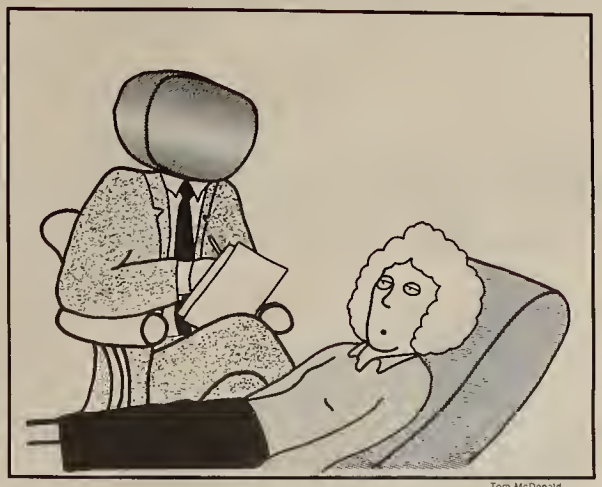
Originally, about three or four years ago when just about every issue of the *CAUT Bulletin* carried an article on somebody's experiences in China, I intended to write an article on how I hadn't been to China, only I never got around to writing it, partly because I didn't have a word processor. Now it seems that the time for writing articles on China has passed, but I still don't have a word processor and that seems to be as good a topic as any to write about.

I would like to have a personal computer to process my words. I first became serious about this some two and a half years ago, shortly after I didn't go to China. My father, a man then in his late sixties who had never advanced beyond an old manual Remington business machine he had bought second-hand in 1938, suddenly up and got himself a personal computer. He did this mostly with the help of my computer maven brother, but when the day of the actual purchase arrived it required the presence of most of the family to help accomplish the deed, with the exception of my mother who had wisely gone to Europe or someplace.

Although I was greatly inspired by the example of my father, I didn't act immediately on my new desire to buy a person computer. I was at the start of a sabbatical year and any extra funds I had were earmarked for a little sociological research I intended to do in the better restaurants of southern France. After we came back from sabbatical, we had only a small amount of money left and a great many credit card bills, so the personal computer was put on hold a bit longer.

But I was getting serious about the thing, especially when I contemplated the task of editing the piles of writing I had produced in France — serious enough, in fact, to teach summer school to get the money for the machine. My husband wanted to use the summer school money to pay back the loan his mother made us to buy a van to transport all the things we had bought while on sabbatical from her house in Kitchener to our house in Regina, but I held firm. That's another story though, and not essential to understanding why I don't have a personal computer, especially since my savings account is in my name only.

At any rate, now we come to the summer of 1986, when this story really begins. I had the desire, I had the money, and after I got back from vacation in August, I even had a little bit of time to fool around with the thing before classes started. I had it all. And yet I still don't have a personal computer.



Tom McDonald

Mme Alison Hayford, professeure au département de sociologie à l'Université de Regina racontre avec humour les nombreux inconvénients auxquels elle s'est heurtée pour acquérir un ordinateur personnel. En tant que spécialiste en sciences sociales, elle conclut qu'il ne s'agit pas que d'un problème personnel. "En toute franchise, dit-elle, pour certaines personnes, il est impossible d'acheter un ordinateur personnel."

What I have discovered is that the road to buying a personal computer is filled with obstacles. As a social scientist, I have come to see that this is not just a personal problem, though I admit that I am the kind of person who can spend an agonized hour just trying to decide what kind of panty hose to buy. The problems that have afflicted me in my desire to buy a personal computer, however, are mostly social structural in nature. Quite simply, for some people *it is impossible to buy a personal computer.*

The social structural/cultural/and yes, personal problems I have discovered in trying to buy a personal computer can be summarized in a series of (so far) unanswerable questions. The following list is not exhaustive, but indicative of the major issues involved.

Will I keep it in my office or at home?

This is not a simple question. Nothing in my office is insured. I know I can buy insurance to cover stuff in my office; that is not an insuperable difficulty. My children are.

I have two children. They are both girls. It is especially important for girls to grow comfortable with computers. To have the computer at home would mean that they could use it for hours of fun, learning experiences, and socialization into non-Ludditism. They are the granddaughters of a woman who wouldn't buy a steam iron until some time in the middle 1960s, so such exposure might be especially important in their case.

But, if the computer is at home I will have to work at home. Since I am now department chairperson I feel that I have to be in my office a good deal of the time to sign my name to things and do other stuff that comes with the job. I won't be free to work at home, days, until 1989. And I hate working nights. And anyway, when I work at home I seem to find myself doing all sorts of odd things — suddenly realizing that I'd better turn those blackened bananas into banana bread, or lying down on the couch for just a brief moment of rest, that sort of thing. In other words, I can't be trusted.

I'll have to get insurance and put the thing in my office. But that means I'll have to buy *another* computer for my girls, which will add at least $1,000 to the total cost, and I have suddenly been smitten with a desire to save for a trip to Buenos Aires (I know we're getting out of the realm of the social structural here, but it can't be helped.)

What about electricity?

I'm not sure whether this actually falls into the category of social or personal, but computers seem to need reliable and consistent sources of energy which my husband thinks the wiring in our house isn't capable of. Ok, so I'm not going to keep the machine there; but what if I do? Or what about the computer I'm going to have to get for my kids? So before I can proceed with the computer purchase I have to figure out one major question: who's going to stay home waiting for the electrician?

How am I going to pay for it?

There seems to be some sort of deal through the university where I can save a lot of money. The university technically owns the machine, but I can buy it for practically nothing after four years. But what if I die before the four years is up? Does the university just get to keep it, at my expense? And, anyway, I saw in a newsletter from another university that Revenue Canada is clamping down on this sort of thing in its relentless drive to make sure that academics get absolutely, totally, indisputably, no breaks of any kind whatsoever on their taxes. The thought of income tax makes me feel ill anyway. Do I dare confront this? No. Obviously, I should just buy one myself.

But that would cost more money. And how can I knowingly do such a thing?

Who will I buy it from?

The university has a deal on Zenith's, but it's not really cheaper to buy through the university unless you go for the tax break, which I can't bring myself to do. But are there other advantages? The university is probably a bit less likely to go out of business in the immediate future than some of the fly-by-night computer places that have sprung up over the last few years, but I'm not counting on it. Who will service the thing? Who will take it back if it turns out to be a lemon?

If I buy now will they be cheaper and better in six months?

Of course. I shouldn't even bother to put that in question form. So every six months I wait is money saved and quality improved, except in the meanwhile I have no word processor and I'm earning about 6% on my savings.

What kind should I buy?

Hopeless. No one can really give advice, though lots of people do. All I want is a glorified typewriter. I've figured out what software is and what booting up means. As long as I can shift paragraphs around and that sort of thing I'll be happy. But they all do that. So how important is it to have a capacity for graphics? (My kids again.) Do I need a colour monitor? Do I need a hard disk? Which technology is going to be obsolete in two years so I won't be able to run the machine any more *or* sell it? As I said, hopeless.

Can I do it by myself?

I've been teaching the sociology of sex roles long enough to understand in an intellectual kind of way why I am paralyzed in the face of a major expenditure. I am, after all, the woman who let her husband and a male salesperson talk her into a bottom of the line refrigerator that had none of the features that her careful research into refrigerators told her she wanted and which did after all turn out to be a lemon, something I try not to mention too often. A computer means even more than a refrigerator. You can't just go out and buy one without consulting your loved one, except when your loved one is a wet blanket (on this particular issue) who hates computers (he works with them a lot) and who still writes drafts longhand — well, so much for conjugal consultation. But I just can't get over this sneaking feeling that he *knows* more about it than I do and that I ought to take his advice. *I can't break free from the bonds of womanhood!* Do men who want to buy computers have this sort of difficulty?

This is not an exhaustive discussion of why I don't have a personal computer, but it comes close. Perhaps I should spend some of the money I have saved for the computer on psychotherapy to get over my hangups about the thing. Perhaps I should just get a computer for my kids. Perhaps I should hand my money over to my friend Evan who knows about these things and tell him to go buy me a system, or perhaps, after all, it would be easier just to go to Buenos Aires.

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La conférence de la National Education Association (E.-U.)

Les initiatives des professeurs dans la réforme de l'enseignement supérieur

par Robert Léger
L'ACPU

La conférence de la National Education Association (NEA) sur l'enseignement supérieur, qui s'est déroulée au début de mars, permettait de prendre le pouls de cet enseignement chez nos voisins du Sud. Le thème de la conférence de 1987 était: "Les initiatives des professeurs dans la réforme de l'enseignement supérieur; la NEA répond." Dans cette ligne de pensée, on a discuté de l'évaluation des programmes et de l'évaluation des étudiants. La question des professeur à temps partiel a été chaudement discutée. Les conférenciers s'entendaient pour dire que la participation des professeurs à temps plein était nécessaire dans la bataille pour de meilleures conditions pour les professeurs à temps partiel.

Une chose sautait aux yeux de tout participant étranger à la conférence. Non seulement le gouvernement républicain de M. Reagan néglige-t-il l'enseignement supérieur, mais des membres de son administration s'attaque verbalement à la qualité de la gestion de cet enseignement afin de justifier les coupures. Les réactions des gens de la NEA aux propos du Secrétaire à l'Education William Bennett étaient par conséquent assez violentes. Par exemple, la présidente Mary Hatwood Futrell, déclarait qu'il n'était pas question pour la NEA d'arrêter ses attaques contre l'administration Reagan et que les éducateurs devraient arrêter de faire de la politique seulement quand les politiciens arrêteront de s'occuper d'éducation. . . De plus, deux hommes politiques du parti démocrate ont présenté leurs vues à la conférence.

Le membre de la Chambre des représentants et président du sous-comité sur l'enseignement supérieur, Pat Williams, a déclaré que le gouvernement fédéral avait, par ses accusations, malmené (bullied) l'éducation supérieure et qu'il avait fait la manchette sans rien proposer sur la qualité de l'éducation, les salaires des professeurs et les augmentations des coûts des établissements d'enseignement. Le démocrate du Montana ajoutait que le "Competiveness Bill" aurait une composante importante en ce qui a trait à l'enseignement supérieur. Pour lui, on devrait augmenter la compétitivité de l'enseignement supérieur en encourageant les gens doués à étudier dans les universités et collèges et en améliorant les installations et les équipements scientifiques de ces établissements.

Le sénateur Kent Conrad a fait partie des comités du budget du Sénat. Il a dit que la proposition du président Reagan au Comité du budget faisait en sorte que même si l'enseignement supérieur ne représentait que 2% du budget fédéral, les coupures proposées à ce même enseignement supérieur représentaient 29% des coupures totales. Le sénateur démocrate du Dakota du Nord s'est aussi attaqué aux dépenses militaires du gouvernement américain et à leur augmentation proposée, qui est de 22%.

Durant la conférence, on a parlé de coopération avec d'autres organismes. Une des sessions s'intitulait "Building Coalitions in Support of Higher Education Funding" et mettait en vedette le président de l'"American Association of University Professors" (AAUP).

La présidente de la NEA, Mary Hatwood Futrell, a insisté sur cette question et s'est réjouie de la présence d'un représentant de la AAUP à la conférence. Elle a ajouté que ce fait aurait été impensable il y a quelques années.

Un événement important a précédé la conférence, soit la fondation du National Council of Higher Edueation (NCHE). Rappelons que la NEA est une organisation qui regroupe des gens très différents les uns des autres. Parmi ceux-ci on compte du personnel de soutien, des étudiants, des professeurs d'université, des enseignants de la maternelle à la 12e année et même des retraités. Les professeurs de l'enseignement supérieur ne forment qu'une petite partie de la NEA, soit environ 4%, mais c'est une section qui fait du bruit et qui a décidé de se faire entendre encore plus au sein de l'organisation, d'où la création de la NCHE. La NCHE aurait comme buts secondaires l'augmentation du nombre de membres venant de l'enseignement supérieur, l'élaboration de politiques et la fourniture de services aux associations oeuvrant dans l'enseignement supérieur. Deux autres conseils existent déjà, soit le National Council of State Education Associations et le National Council of Urban Education Associations. Ces deux conseils défendent à l'intérieur de la NEA les intérêts des associations créées à l'échelon des états et à celui des grandes villes. Le premier président élu de la NCHE est James Davenport, qui était déjà à la tête du Comité sur l'enseignement supérieur de la NEA.

On a aussi discuté de la situation à l'extérieur des Etats-Unis. J'ai entretenu mes hôtes de la négociation collective et de l'âge obligatoire de la retraite dans les universités canadiennes. Par la suite, on a discuté de la situation en République fédérale d'Allemagne et en France.

Négocions/ Bargaining

Robert Léger/CAUT

In the west

At the University of Calgary, a tentative agreement was rejected by the members of the faculty association who objected mostly to the proposal on safary. The negotiating teams went back to the table; it was agreed to present to the members a partial package for ratification and to send to arbitration the issue of salary.

At the moment of writing, negotiations are stalled at the University of Manitoba. Both parties are waiting for a conciliator called unilaterally by the university. The main issue in dispute is job security. The union would like to improve financial exigency and redundancy clauses. A secondary issue is salary.

Memorial University of Newfoundland

The hearing on the certification of Memorial University of Newfoundland Faculty Association (MUNFA) as the bargaining agent for the academic staff at Memorial University before Newfoundland Labour Relations Board (NLRB) is continuing. The university has finished presenting its case and so has the Canadian Union of Public Employees (CUPE) which represents over twenty laboratory instructors which MUNFA wants to represent. The Association of Professional Engineers has already intervened and has more witnesses to present to the Board. This association is arguing that they should represent the engineers. Additional days of hearings have been scheduled to hear arguments. MUNFA filed its application for certification with the NLRB in December 1985.

Ontario

Les comités de négociation de l'Association des professeurs de l'Université d'Ottawa (APUO) et de l'université en sont venus à une entente de principe devant être ratifiée à ratification sous peu. La nouvelle convention collective serait de trois ans et prévoit une augmentation pour les professeurs de 1,3% la première année, à laquelle s'ajoutent 1000 $ et un progrès dans le rang (avancement d'échelon) de 1630 $. Pour les conseillers pédagogiques, les chiffres correspondants sont de 1,3 %, 815 $ et 1120 $. Quant aux bibliothécaires, ce sont 1,9 %, 745 $ et 1127 $. Les professeurs de langue reçoivent quant à eux, toujours la première année, 1,9 %, 745 $ et un progrès dans le rang de 1014 $. La deuxième année, les membres recoivent 0,5 de l'indice des prix à la consommation (minimum de 2 %), plus un montant en argent (1110 $ pour les professeurs), plus un progrès dans le rang. La troisième année, l'augmentation est au minimum de 5 %, à laquelle s'ajoute un progrès dans le rang. Si l'indice des prix à la consommation est égal ou supérieur à 5 %, les parties renégocient sous le principe de l'arbitrage exécutoire. On note une amélioration des conditions des congés sabbatiques et la création d'un programme d'octrois de recherche.

L'APUO va étudier sa position sur l'accès à l'arbitrage exécutoire. Rappelons que présentement l'appendice C de la convention collective prévoit l'arbitrage des différends en matière de rémunération et de bénéfices sociaux.

Au Collège universitaire de Hearst, une entente de principe a été approuvée, même si le texte final n'a pas encore été accepté. On prévoit une augmentation (coût de la vie) de 4,2 %, plus une augmentation du progrès dans le rang équivalant à 4 % de la base du rang du membre. Un budget de dépenses pour matériel didactique (allocation de perfectionnement professionnel) de 500 $ par membre est établie. Le budget pour les déplacements à des conférences et congrès passe de 700 $ à 1500 $ par membre. La permanence s'obtient lorsque le membre reçoit son 4e contrat. Auparavant, le membre devait être évalué pour la permanence après l'obtention de son 4e contrat. De plus, le professeur participe maintenant au processus de son évaluation.

SALARIES 11

neighbourhood of thirtieth. Faculty at Brandon remained in the vicinity of the thirty-fifth highest paid in the country.

The 1980's have been a decade of decline for faculty teaching in the universities in the western provinces. This year cuts are being imposed at the universities in Alberta and Saskatchewan, and the picture is still gloomy in British Columbia. The provincial governments have indicated more cutbacks in the years ahead, and annual increases in operating grants and academic salaries may be a thing of the past.

*This comparison is based on average non-medical/dental salaries for all ranks combined, including those with and without administrative duties.

Sources: Information on annual provincial operating grants was obtained from faculty associations and various government announcements. Data on operating expenditures on academic salaries were obtained from: CAUBO. *Financial Statistics of Universities and Colleges*. 1981-82 (Report 10) and 1985-86 (Report 3.2).

Average faculty salary data were obtained from Statistics Canada. Catalogue 81-258. *Salaries and salary scales of full-time teaching staff at Canadian universities*. 1981-82 and 1985-86.

DÉCLIN 10

tion a décru de 47,2 à 44,7 pour cent. St-Boniface a constitué le seul établissement de l'Ouest où la part des salaires a augmenté d'une manière significative, passant de 39,5 à 49,7 pour cent.

Ces chiffres ne s'appliquent pas à 1986-1987, et ils ne comprennent pas les estimés pour 1987-1988. On peut toutefois discerner l'émergence d'une tendance à la baisse de la part consacrée aux salaires du personnel par rapport à l'ensemble des dépenses de fonctionnement des universités.

Changements dans les salaires moyens payés par les universités depuis 1981-1982

Les salaires versés effectivement aux professeurs représentent le troisième aspect de la situation économique des universités de l'Ouest. On a vu comment le financement provincial des universités a constamment diminué au cours des dernières années, et comment la proportion des dépenses universitaires consacrées aux salaires du personnel a elle aussi diminué. De quelle manière cette situation a-t-elle touché les salaires des professeurs des universités de l'Ouest par rapport aux salaires versés dans le reste du pays? La réponse n'a pas de quoi surprendre: les universitaires des provinces de l'Ouest ont perdu un terrain considérable par rapport à leurs collègues de l'Est.

Les professeurs enseignant dans les universités des provinces de l'Ouest, spécialement de la Colombie-Britannique et de l'Alberta, étaient traditionnellement parmi les mieux payés du pays. Cette situation pouvait être expliquée par plusieurs raisons, dont la moindre n'était pas le coût relativement élevé de la vie, particulièrement du logement (voir le *Bulletin* de l'ACPU: "Taxes and housing costs across Canada: how they affect your income.", septembre 1979, p. 40)

En ce qui a trait aux salaires moyens versés aux professeurs, on trouvait six des dix universités canadiennes se classant en tête de liste dans les provinces de l'Ouest, notamment Calgary, UBC, Simon Fraser, Alberta, Saskatchewan et Victoria. En 1985-1986, on ne trouvait plus que quatre universités de l'Ouest parmi les dix premières du pays, soit Alberta, Calgary, Manitoba et Saskatchewan. Les trois universités de la Colombie-Britannique ont quitté les dix premiers rangs, en fait les quinze premiers.

Presque toutes les universités de l'Ouest ont chuté d'un rang ou deux entre 1981-1982 et 1985-1986. Comme on pouvait s'y attendre, ce sont les universités de la Colombie-Britannique qui ont écopé le plus durement: l'UBC a chuté de seize places, passant de la troisième à la dix-neuvième; Simon Fraser a perdu treize places, passant de la quatrième à la dix-septième; et Victoria a chuté de douze places, c'est-à-dire de la huitième à la vingtième. En Alberta, Calgary est passé du deuxième au sixième rang, et Lethbridge du onzième au quatorzième rang. L'Université de l'Alberta s'est en fait hissée de la cinquième à la quatrième place. Tant l'Université de Regina que celle de la Saskatchewan ont perdu du terrain au cours de ces quatre années, Regina passant de la dix-huitième à la vingt-quatrième place, et Saskatchewan de la septième à la neuvième place.

L'Université du Manitoba a été l'une des seules universités de l'Ouest à n'avoir pas dans les faits descendu sur l'échelle des salaires moyens versés par les universités du pays. Le déclin important constaté spécialement en Colombie-Britannique a permis à l'Université du Manitoba d'atteindre une place plus élevée sur l'échelle nationale des salaires, même si les règlements salariaux conclus dans cette université n'étaient pas meilleurs, et dans certains cas étaient pires, que les règlements conclus dans l'Est du pays. L'Université du Manitoba s'est hissée de la quinzième place qu'elle occupait en 1981-1982 à la huitième en 1985-1986. L'Université de Winnipeg a également fait un gain, même si durant ces deux années elle se situait encore approximativement à la trentième place. Les professeurs de Brandon sont restés aux alentours de la trente-cinquième place au pays quant aux salaires reçus.

Les années quatre-vingts ont constitué une décennie de déclin pour les professeurs enseignant dans les universités des provinces de l'Ouest. Cette année, des coupures sont imposées aux universités de l'Alberta et de la Saskatchewan, et les perspectives sont encore sombres en Colombie-Britannique. Les gouvernements provinciaux ont indiqué des coupures additionnelles pour les années à venir, et il est possible que les augmentations annuelles des subventions de fonctionnement et des salaires

Voir DÉCLIN/24

Bilingualism in Canada's universities: can they cope?

Bilingual Education: a Challenge for Canadian Universities in the '90s by Arthur LeBlanc, Continuing Education Division, The University of Manitoba. 1986.

Close to 200,000 students are currently registered in immersion programs across Canada, and by the 1990s, immersion graduates will be arriving at universities in relatively large numbers.

Will our English-speaking universities be prepared to cope with the demand on the part of these students for undergraduate courses in French?

That was one of several questions addressed by Dr. Arthur LeBlanc, of the University of Manitoba's Continuing Education Division, in his recent study of bilingual education at Canadian universities.

Funded by a $22,000 grant from the Secretary of State, Dr. LeBlanc spent one year gathering information required to conduct the study. His results are outlined in *Bilingual Education: A Challenge for Canadian Universities in the '90s*, the first comprehensive national study done to determine how Canadian universities are preparing to meet the needs of incoming immersion graduates.

"The decision whether or not to offer courses in French in Anglophone universities will depend upon the needs expressed by students themselves, the importance which the institution places upon bilingualism, and the available human and financial resources," says Dr. LeBlanc.

"As well, the support of university professors is vital if this teaching is to be a success. Our research reveals that professors, given sufficient upgrading of their French language skills, will support such a venture."

Dr. LeBlanc used three instruments to collect data: a mail-out survey was sent to 1,000 university professors who were teaching in Canadian universities in January 1986; Dr. LeBlanc visited 28 universities in all ten provinces during 1986-87; and, he had informal discussions with individuals whose work and interests are associated with the immersion phenomenon.

See IMMERSION/22

Près de 200 000 étudiants sont actuellement inscrits dans des programmes d'immersion à travers le Canada. Les diplômés de ces classes d'immersion commenceront durant les années quatre-vingt-dix à s'inscrire en assez grand nombre dans nos universités. La question se pose: les universités canadiennes-anglaises seront-elles préparées à répondre aux demandes pour que soient donnés en français certains cours de premier cycle? Il s'agit là d'une des diverses questions qu'a abordées M. Arthur LeBlanc, de la division de l'éducation permanente de l'Université du Manitoba, dans sa récente étude sur l'enseignement bilingue dans les universités canadiennes. Ayant reçu une subvention de 22 000 $ du Secrétariat d'État, M. LeBlanc a passé une année à recueillir les renseignements dont il avait besoin pour mener son étude. Il a fait part des résultats généraux de celle-ci dans Bilingual Education: A Challenge for Canadian Universities in the '90s, *la première étude nationale détaillée ayant pour but de déterminer la manière dont les universités canadiennes se préparent à répondre aux besoins des nouveaux diplômés des classes d'immersion.*

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WE MEAN BUSINESS
INFORMATION SYSTEMS DIVISION

Notes from the USA

House backs additional $2-billion for education in fiscal 1988

The House of Representatives approved in April a spending blueprint for fiscal 1988 that would add $2-billion for education and training programs. The extra money would be spent on Pell Grants and other programs for disadvantaged students. It would also be used to finance several new programs designed to boost the country's economic competitiveness. The budget plan would provide enough money to allow spending on the National Science Foundation to rise to about $1.85-billion. That would be an increase of about 14 per cent. The House plan would also include enough money for Congress to add about $625-million to the budget of the National Institutes of Health. The spending blueprint sets general spending goals but is not binding.

Tax credits for research projects said to boost company spending

Tax credits provided to companies that support research — including research on campuses — apparently encouraged businesses to invest about 7 per cent more in research and development from 1982 to 1985 than they would otherwise have spent. A study by Martin N. Baily and Robert Z. Lawrence, both senior fellows at the Brookings Institution, reached that conclusion. Results of the study were released in April. Tax credits for company-supported research have been controversial. Critics say they are not a cost-effective way to encourage research. Mr. Baily said, however, that the tax credit for company spending on research and development that was in effect until the end of 1985 had had a positive effect that was "extremely pervasive, affecting almost all of the industries covered" by it and "quite substantial in magnitude," considering the small size of the credit. Under the new tax code, companies that support basic research at universities receive a special credit. Mr. Baily said he expected the new credit to be an effective way to encourage businesses and universities to cooperate.

Faculty pay up 5.9% — best rise in 15 years, says AAUP.

The average college professor earns $35,470, 5.9 per cent more than last year, the American Association of University Professors has reported. Taking inflation into account, real salary levels rose 3.9 per cent in 1986-87, the best increase in more than 15 years, the association said. In surveying more than 1,900 institutions for its annual report on the economic status of the profession, the AAUP found continuing signs of "salary compression." Assistant professors who continued to work at the same institutions were getting bigger raises than full and associate professors, the report indicated.

The older you are, the better you work

Your work performance improves as you age, according to the results of the largest U.S. research project ever done on aging and productivity. Researchers David A. Waldman, Ph.D., and Bruce Avolio, Ph.D., of the State University of New York, Binghamton, analyzed the findings of 13 employment studies done from 1940 to 1983. Their study found that as you get older, your productivity increases moderately but steadily. Supervisory evaluation, however, is the only area of productivity that drops, and even then only slightly, a finding the researchers reason is prone to bias because of its subjective measurement.

"Too many people place a lot of importance on how aging affects performance, believing older people can't do jobs as well. Our evidence proves that's not the case," Walden says.

Mississippi witnesses some higher education history

Mississippi, a state whose public education system has traditionally lagged behind that of other states in many categories of comparison, is witnessing some higher education history. Last year, 20 Mississippi corporations got together to form the Council for Support of Public Higher Education in Mississippi. Since its formation, the group has been aggressively campaigning for higher taxes to improve the state's eight public four-year institutions. The council's efforts represent the first time an outside group has lobbied Mississippi leaders to treat higher education as an essential state service.

Courts face issue of 'open files' in bias lawsuits

Faculty members at the University of California hope to make access to tenure files a normal part of the evaluation process. Their lawsuit, known as the "Open Files" case, is one of the few direct legal challenges to the confidentiality of tenure reviews. Other courts have grappled with the issue in discrimination lawsuits. In one recent decision, a New Jersey appeals court ruled that faculty members who sue colleges for discrimination may not be denied access to their tenure documents. In another case, Franklin and Marshall College is awaiting a decision from the Equal Employment Opportunity Commission, which received some 8,000 pages of tenure documents last August. The college turned over the files of 32 faculty members to comply with a subpoena from the E.E.O.C., which had been investigating a complaint by a former faculty member who claimed he had been denied tenure because of his national origin. The commission required the files for the purpose of comparison.

Study to determine women's influence on politics

More women than ever are occupying offices in town halls and state houses in the U.S. What difference does their presence in politics make? A $450,000 grant from the Charles H. Revson Foundation to the Centre for the American Woman and Politics at Rutgers University aims to answer the question. Over the next 3-1/2 years, the centre will sponsor up to 10 research projects on the impact of women in elective office, and will supplement those in-depth studies with a nationwide survey by researchers at the centre. The project will focus on three questions: How does the presence of women in office affect public policy? Do their presence and behaviour within a governing institution reshape that institution in any way? Do women in office bring with them a style of participation or leadership that affects the political process?

Supreme Court upholds affirmative action

In its most sweeping endorsement of affirmative action, the Supreme Court in March firmly upheld voluntary plans that help qualified women and members of minority groups gain jobs traditionally dominated by white men. It was the Court's first ruling explicitly upholding affirmative action for women. Lawyers said the 6-to-3 decision was particularly significant for academe because it approved the type of plan that hundreds of colleges and universities have adopted. Such a plan sets numerical hiring and promotion goals based on statistical data showing that women and minorities are underrepresented in various jobs in comparison to their availability. The plans are considered voluntary because they were not ordered by the courts, even though many of them were adopted under pressure from federal civil-rights investigators.

White House rescinds part of policy aimed at limiting access to computer data bases

The Reagan Administration has rescinded part of a policy aimed at controlling access to unclassified, non-government data bases, and further easing of the policy may be ahead. The policy would have extended military-security procedures to civilian government data bases, as well as to private data bases that contain government information — even if the information was not classified — and would have allowed the National Security Agency and the Department of Defense to monitor such procedures. The policy would also have allowed the Pentagon to review what goes into and who has access to government-sponsored electronic data bases, such as the National Technical Information Service or even the National Library of Medicine's MEDLINE, and commercial electronic data bases, such as Lockheed Corporation's Dialog. Such data bases are widely used by scholars and are available in many college and university libraries.

Fewer white men earned Ph.D.s in 1985

Non-citizens and American women and minority-group members in 1985 made up a record proportion of the number of people earning doctorates in the United States, the National Research Council has reported. While the number remained relatively stable in the last decade, the percentage of white men declined, the latest annual Survey of Earned Doctorates found. The total number of doctorates received in 1985 was 31,201. Significant changes also occurred in the fields in which students earned their doctoral degrees. The number in the life sciences grew 14.4 per cent from 1975 to 1985, while the number in the humanities dropped 29.8 per cent.

UNIVERSITE YORK UNIVERSITY Toronto, Canada

Faculty of Fine Arts
Department of Visual Arts

Applications are invited for the following positions:

TWO YEAR APPOINTMENT for the 1987/88 and 1988/89 Academic Sessions

This position combines teaching at the intermediate and/or advanced level in the area of Sculpture with involvement and teaching in the MFA program. The appointment begins August 1, 1987 and ends July 31, 1989. The salary will be $28,250.00 per annum.

Applicants must have an MFA degree as well as teaching experience at the undergraduate and graduate level. An ability to communicate effectively in English is essential.

CONTRACTUALLY LIMITED APPOINTMENT for the 1987/88 Academic Session

A full-time sessional 10 month Contractually Limited Appointment at the Assistant Professor level to teach courses in the area of interdisciplinary Art and Drawing with possible involvement and teaching in the MFA program. Appointment begins September 1, 1987 and ends June 30, 1988. Salary will be determined upon appointment.

Applicants must be mature working artists with a broad interest and/or knowledge of word text, installation art, film and/or video with computer interface. Teaching experience at the undergraduate and graduate level. An ability to communicate effectively in English is essential. Preferred is a graduate degree in Visual Arts with concentration in mixed media, installation, etc, or equivalent.

PART-TIME POSITION for the 1987/88 Academic Session

A survey course in the History of Photography emphasizing photography as an art form in relation to the other arts from early experiments in the medium to contemporary work. The appointment begins September 1, 1987 and ends April 30, 1988. The salary for this position will be $7,322.00.

Applicants must have a thorough knowledge of the history and technology of photography from its origins to the present with concentration on the careers of individual photographers as well as the movements, aesthetics and different theories that have been put forward regarding this medium. Source material for this course will be the responsibility of the individual appointed. An ability to communicate effectively in English is essential. Preferred is an MA in Art History or an MFA with concentration in Photography as well as teaching experience at a post-secondary institution.

All applications should include a current Curriculum Vitae, statement of teaching philosophy, 35mm slides and/or other documentation of current work as well as the names, addresses and phone numbers of three references.

Complete applications should be directed to: Tim Whiten, Chair, Department of Visual Arts, Faculty of Fine Arts, York University, 4700 Keele Street, North York, Ontario M3J 1P3.

Deadline for receipt of applications is June 30, 1987.

All positions are subject to satisfactory enrolment and budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

York University is implementing a policy of employment equity. Qualified women and men are invited to apply.

University of Alberta
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La Faculté Saint-Jean sollicite des candidatures au poste de professeur adjoint en didactique du français a l'élémentaire. Ce poste ouvre la voie à la permanence.

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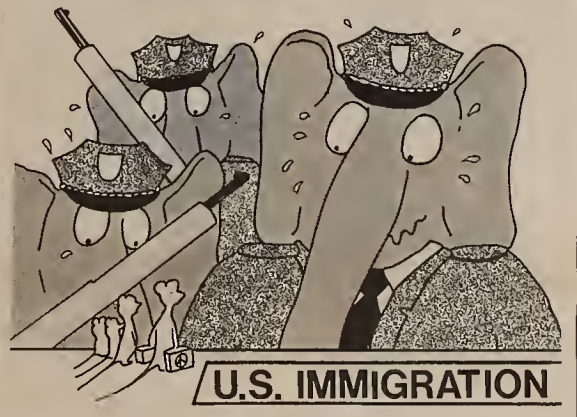
8406 - 91 Street
Edmonton, Alberta
T6C 4G9

Politique d'egalite en matiere d'emploi

Forbidden journey: barred from the USA

by Jim Harding

Jim Harding is an associate professor with the School of Human Justice at the University of Regina. This is a personal account of the circumstances under which Prof. Harding, a Canadian citizen, was denied entry to the United States earlier this year. At the start of a planned two-month sabbatical trip to Central America, Prof. Harding, accompanied by his family, was detained by U.S. Immigration at the Calgary Airport and told he was 'inadmissible to the U.S. ...for political reasons." In the course of the thorough interrogation which ensued and which he details here, Prof. Harding discovered the "Catch-22" of McCarthyism, which is unhappily still a dominant feature of U.S. Immigration policy. CAUT has written a number of letters of protest with regard to the affair and the Academic Freedom and Tenure Committee is monitoring the situation.



On February 9th my wife Janet, our sons Joel and Dagan, and I — all Canadian citizens — were en route from Regina to San Jose, Costa Rica, to visit the United Nations University for Peace. I was to be in Costa Rica and visiting other countries in Central America for about two months as part of a sabbatical from the University of Regina. The sabbatical project, an examination of peace studies programs abroad, was to have taken us from the U.N. University for Peace — the youngest such institution — to the oldest, the Stockholm Peace Research Institution.

At the Calgary Airport, we were to connect with an Air Canada flight to Los Angeles, where we had another connection to Mexico City for the final leg of the journey to Costa Rica. We passed U.S. Customs but at U.S. Immigration Janet, the boys, and I were asked to step out of the line.

A U.S. Immigration officer asked if I had ever been to the U.S. before. I answered "many times", pointing out I had a sister who lived there for many years, that my parents had lived in New York, and that I still had relatives in the U.S. I was then asked if I had ever been barred from the U.S., to which I answered "never."

The officer, however, already had his suspicions aroused and took our plane tickets and my passport and went into the back office for about 15 minutes. He then returned and asked if I had a "pass card" to which I said "no." (I did not even know what he meant by this). The Air Canada aide was urging us to hurry and I expressed concern about missing our flight. The officer left us waiting again, then returned to double-check on my correct full name and to ask more questions ("Where was I born?" "What did I teach?", including "Did I believe in capital punishment?" after I mentioned that I taught some criminology).

I pressed in vain for a reason why I was being detained, and stressed we were not even going to the U.S., but making immediate connections to Mexico, which he acknowledged. During this encounter there were some jokes made about author Farley Mowat being banned from the U.S. and I was asked had we read his book.

By the time the officer returned again, Air Canada had removed our baggage and our flight to L.A. had left. When he returned he called me over, asking Janet and the boys to please leave. (This turned out to be standard procedure in my further dealings with U.S. officials). I was then told I was on an "inadmissible to the U.S." list. I asked "why?" and was only informed "it's not for criminal but for political reasons."

I asked if I had any appeal but was told that permission to travel "in transit" had already been overruled by the District Supervisor. I asked if I had any other recourse and was told I could apply for permission to travel to the U.S., but that would take 4 months, require police fingerprints, and cost $35 U.S. To accomplish this I was given a set of forms to fill out. I was under the impression at the time that these forms were to appeal the political reasons for the refusal of entry, but on closer examination I found otherwise.

The forms included a Department of Justice Application for Advance Permission to enter as Non-immigrant, Form G-325 A for "biographic information," and an FBI fingerprint form. The cover form for these stated that submitting these forms would indicate "whether you are eligible to receive a special document enabling you to enter the U.S. despite your inadmissibility."

Before being given these forms I was asked to raise my right hand and swear that the information I had given them concerning my identity, which the officer wrote on an "application for non-resident alien's Canadian Border Crossing Card," was the truth and the whole truth. At that point I was not that clear what distinction there really was between being banned from the U.S. for political or criminal reasons. I thought the term "political criminal" (as in political prisoner) might be more appropriate. As I returned to my family, I considered the irony in all the talk of this being the longest open border in the world. Not only was I banned from the U.S. but banned from making a connection to travel from one sovereign country to another.

When I found we couldn't make arrangements with another airline to fly over the U.S., I contacted the U.S. Consulate in Vancouver to see if there was a way that the District Supervisor of U.S. Immigration could be overruled so that we could fly *in*-transit to Mexico. My first calls made the next afternoon, February 10, were not returned.

The next day I continued trying to contact someone in the U.S. Consulate. I was finally put through to an official and explained I had been banned from the U.S. I was told that the U.S. Consul had "no authority over immigration" and was advised to contact U.S. Immigration in Seattle. When I explained that I was trying to continue with my travel to Costa Rica and could not make arrangements with other airlines, he suggested I rent a car and try to cross the border by claiming I was from Vancouver and just visiting the U.S. He suggested I then do what I had to to get to L.A. to catch a U.S. flight, or even drive to Mexico. I told him I might have to lie about being barred in Calgary, and that we had five bags, but he suggested that we try.

Meanwhile the press was starting to make their own calls. About mid-day I received a message from a reporter that the U.S. Consul was now willing to see me. The reporter also commented that the U.S. Consul had told him that "I knew why I was being banned from the U.S." I found this rather strange and manipulative since I did not have the slightest idea why I was stopped at the U.S. Immigration other than being told it was for "political reasons". It also made me wonder about the truth of the Consul's earlier statement that they didn't deal with Immigration.

All of us went down to the U.S Consul. CBC News was there when we arrived. On entering the 21st floor of the MacMillan Bloedel building, they were asked to leave "U.S. territory."

Janet and the boys were asked to wait elsewhere. I was finally called over to a window where an official asked for the form. Then, without even looking at it, he launched into a line of questions, beginning with "you know why you've been banned from the U.S.!" Since I did not know, I answered as such. He asked what activities and organizations I had been involved in, to which I gave only a general answer, "many kinds." Otherwise I would have had to list everything from daycare co-ops; to student, peace, environmental and community groups; to the NDP and the Greens. I did not think this was really his business or a very fruitful way to proceed.

The aggressive questioning continued and I was finally asked "have you ever been to the Soviet Union?" I answered that I had, as a university student some 25 years ago. I was then asked "why did you go?", "Who paid for your trip?", and a barrage of other questions. I explained I was a representative of the Campaign for Nuclear Disarmament (CND), paid my own way, and gave him a few of the highlights of the trip, including protesting the USSR's first H-bomb test.

During this interrogation the U.S. official continually advanced the view that all peace activities were Soviet-backed and supported. I tried to remind him you did not have to be a member of the Communist Party to enter the Soviet Union. After all, American doctors had gone to help Soviet workers after the Chernobyl nuclear accident.

At this point I began to catch on to what was happening. The official, seeming to have felt he'd proven a point, told me the reason I was not allowed into the U.S. It was because of Section 212 A 28 of the U.S. Immigration Act. I asked what that meant, jotting down the numbers. He said it dealt with banning people who were "members of the Communist Party." I pointed out I had just stated I was *not* a member of the Communist Party when I signed the Non-immigrant Visa application. The official said he would take the visa application, and asked for my passport. We parted.

I remember being aware of how strange this encounter was. I had not been introduced to this officer at all. I'm used to at least shaking hands with a person whom I am meeting for the first time, but in this case it was impossible. We were divided, like an inmate receiving visitors, by a thick, bullet proof, plate-glass window, with no real human contact. I asked the official about the setup and he explained they were under attack all over the world. He said an official like him had been "attacked by a man with a screwdriver" over a visa case like mine in Hong Kong.

I returned to my family in the waiting room thinking I'd get the visa, and we could then try to rebook flights on our ticketed route — crossing my fingers that there were openings and our tickets were still acceptable. About 15 minutes later I was called back. The official said the visa had been stamped in my passport and that this should get us through the U.S. for this trip. I thanked him and we left the office.

When we got to the main floor I showed Janet the visa and then noticed the very section of the U.S. Immigration Act, which banned people from the U.S. for being in the Communist Party, was written on the bottom of the visa. Since I had just signed that this was untrue I was perplexed and feeling misled. One of the reporters who met us at the door asked what had happened. I told him and replied succinctly: "you're now labeled a Communist right in your passport!"

The U.S. Consul in Vancouver apparently turned subsequent enquiries over to their public relations officer. Various statements were made to the press which were quite questionable and distorted the chronology of

See FORBIDDEN/18

Jim Harding est professeur associé à la "School of Human Justice" de l'Université de Regina. Il s'agit là du témoignage personnel du professeur Jim Harding, citoyen canadien, sur les circonstances ayant entouré le refus opposé à son entrée aux Etats-Unis plus tôt cette année. Au début d'un voyage sabbatique en Amérique centrale prévu pour deux mois au cours de son année sabbatique, le professeur Harding, accompagné de sa famille, a été détenu par le service d'immigration américain à l'aéroport de Calgary, qui lui a fait savoir qu'il était "interdit de séjour aux Etats-Unis . . . pour des raisons politiques". Au cours de l'interrogatoire minutieux qui a suivi et qu'il rapporte ici en détail, le professeur Harding a découvert le piège redoutable que représente le maccarthysme, encore malheureusement un trait dominant de la politique d'immigration américaine. L'ACPU a rédigé un certain nombre de lettres de protestation relativement à cette affaire, et son Comité de la liberté universitaire et de la permanence de l'emploi a pris l'affaire en main.

FORBIDDEN 17

the incident. At one point, before I had been told anything specific, it was said that "I knew why I was barred." At another, it was said that I had been given permission to travel to the U.S. without pointing out that my passport now had in it the section designating me barred as a "Communist." Later, it was stated I had been given the forms to appeal my designation. Actually, I was given the application for the "pass card" which, after 4 months, might allow me to cross the border for pre-approved trips, but would still have kept me as a "Communist" on their files. At yet another point a statement was made to the *Vancouver Sun* that left the impression I had been informed of my recourse — going to Helena, Montana — and had decided not to pursue it. This failed to point out that I had already been overruled by this office, while detained at the Calgary airport. My new recourse, I was to find out, was to apply to appear for "exclusion hearings" in Montana. This wasn't going to help us get to Central America. Even if it proceeded smoothly, it would take a minimum of two months. At another point it was said to the *Calgary Herald* that the Section written into my passport simply "indicates that we had taken exception to his entry into the U.S. ... and have subsequently granted him an exemption for transit purposes." When I was to subsequently read Farley Mowat's book on how he was refused entry, I came to see how common were the distortions and manipulations we faced.

Understanding Political "Crime"

Anti-communism is clearly an insidious ideology that can feed on itself, that takes everything to be further "proof" of the inherent guilt of what U.S. authorities clearly see as a political crime. When contacted by the *Calgary Herald*, David Rhodin — the man in charge of screening U.S. bound travellers at the Calgary airport — commented: "If it is known a person is a Communist, he is excludable from the U.S., the same as people with criminal records or those likely to become a public charge." Anti-communism functions not only as a way to target people who are affiliated with an official Communist or Socialist Party, but to stereotype and repress a whole range of activities in pursuit of peace, disarmament, social justice and the social change that all this implies.

I am particularly disturbed by what I can only call a "colonial" mentality exhibited by our own Department of External Affairs — where the defense of the U.S. right to do this seemed more important than the assertion of the rights of a Canadian citizen to pursue international scholarship and have free travel from one supposedly sovereign country to another. The *Globe and Mail* story on this incident (February 12, page A4) reported that External "might" file a protest if a Governor General or P.M. were barred from the U.S. This didn't make me feel very confident of the federal government acting on my behalf.

But the issue should not be personalized. I have therefore contacted the CAUT about the general issue of academic freedom to practice international scholarship. In my preliminary discussions it was pointed out that the U.S. is a signatory to the Helsinki Accord, which guarantees freedom of travel for scholarship. So I may decide to lodge a protest with the body that oversees this international Accord.

Other similar actions might include issuing a complaint against the U.S. before the Inter-American Court on Human Rights which, ironically, is based in San Jose, Costa Rica and related to the Inter-American Institute on Human Rights, also in Costa Rica. The U.S. apparently does not recognize the jurisdiction of this Court, yet the State Department helps fund the related Inter-American Commission on Human Rights, based in Washington, D.C.

The U.S. Immigration and Naturalization Service (INS), rooted in the anti-communist hysteria of the 1950s, is thankfully starting to come under more criticism from within the U.S. There are now 47 sponsors, including civil liberties groups and Congressmen, for new legislation which would strip the Act — known as the McCarran Act — of its power to deny foreigners entry to the country because of their political beliefs. The sponsors see the restriction as a contradiction of the U.S.'s "most cherished principle of free speech," and as an insult to the American people.

Recent releases through the U.S. Freedom of Information Act suggest U.S. covert actions go right to the heart of Canadian society and politics (see *Leader Post*, March 18, 1987, p. C7). Confidential State Department memos from 1961-66 indicate the Canadian Labour Congress was being monitored and that a Directory of what the U.S. considered communist-infiltrated unions was being kept. We can be sure that the term "communist" meant anything deviating from acquiesence to U.S. foreign policy. Of particular interest to me were the revelations that the founding convention of the NDP, in Ottawa in 1961, which I attended as a Saskatchewan delegate, was infiltrated and monitored by the U.S. State Department.

Farley Mowat's research confirmed and expanded some of my own thinking. Both he and George Woodcock who has also been barred from the U.S. traveled freely in and out of the U.S., as did I, through the sixties and seventies. Mowat speculates that the "lookout book" may have fallen into disuse until it was rehabilitated under Reagan.

This lookout list was created in 1952 during the McCarthy period. According to Mowat's sources there are 3,000 Canadians and 40,000 people worldwide on "the list." I have also been told, unofficially, there are now 5,000 Canadians. This list is top secret and cannot be obtained through any U.S. Freedom of Information procedures. An INS person informed Mowat that much of the information on Canadians on the lookout list comes from the Canadian government, including the RCMP. This function of spying on its own citizens (not unlike the image always advanced of the Soviet KGB) has perhaps been taken over by the CSIS.

In 1984, before the more publicized refusals to Canadians going to the U.S., CBC's The Journal did a documentary called "Blacklist." Their research showed how effective the U.S. lookout list has been in intimidating and controlling people. As Mowat wrote, the Journal "tracked down more than 100 excludees but could find only seven willing to appear on the program, and even some of them sought anonymity." Beneath the myth of the open U.S.-Canada border there likely lies an, as yet, unwritten history of the great society exerting political discipline on the questioning citizens of its northern ally. The workings of what Mowat refers to as the "paper curtain" may have been going on unnoticed in the Cold War against the "Iron Curtain."

Once on the U.S. lookout list, there is a tendency to carry the negative stigma no matter how unjustly created. According to the anti-communist mythology, "political crime" strikes at the very root of "the great society." It is, therefore, treated as even more serious than a serious criminal record.

The analogy with crime is reflected in the language used by U.S. immigration. Mowat was ultimately offered what U.S. officials called a "parole" on his ban from the U.S. This would not remove him from the lookout list, only give him limited access to complete his book tour. He rejected it, as I believe he should have. I also rejected the "freedom" granted me by the U.S. Consul once U.S. officials were under public pressure. It's a strange view of freedom, being given the right to travel through the U.S. and into Contra-active areas in Central America with a passport stamped that I am barred from the U.S. due to being in the Communist Party, which I'm not. And all this after we'd lost all our airplane reservations and connections which had absorbed all our savings. Some rights!

The ordering of severity of political crime in the McCarran Act clearly shapes the perception of the officials charged with "defending" the longest "undefended" border in the world. The least serious political crimes for which people are barred are in Section 27 and deal with those suspected of planning something 'prejudical to the public interest.' I presume, if they wanted to, this could be used to bar someone going to the U.S. to organize a joint Canadian-U.S. anti-nuclear rally. The next most serious political crime, under Section 28 — for which I am barred — deals with membership in subversive communist or anarchist groups which, as the McCarthyist rhetoric goes, are committed to the violent overthrow of the U.S. government. From inside the McCarthyist worldview this is indeed a very serious crime. The most serious political crimes, covered under Section 29, deal with espionage, sabotage and spying and potentially carry the death penalty. Supposed membership in organizations that (according to the anti-communist worldview) are "behind" spying and espionage is, then, very serious.

To find this Section in the Immigration computer files as the reason that someone is on the lookout list is bound to make those "defending" the U.S. border uncomfortable and leery, not unlike those who wished to jail individuals who might have AIDS because they believed they could contact it just by eating in the same restaurant. Once I realized the structure and meaning of the McCarran Act, I could better understand, though no better accept, why I was interrogated behind a bullet-proof window. The problems stem from the very definitions of politics within McCarthyism.

I have learned — like others before me and as others to follow will — that you can be barred under the McCarran Act as a "communist" for being active in groups that are considered "proscribed organizations" by U.S. officials. According to anti-communist mythology, once one's activity in such groups is taken as proof of being communist, or being controlled by communists, then there is really only one way to be absolved. And that is through recantation.

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The Leo Johnson Case at Waterloo revisited

by Judy Wubnig
Dept. of Philosophy
University of Waterloo

The following is the text of a talk given by Prof. Wubnig in Noveinber, 1986 at the University of Toronto at the Conference of the Occupational Ethics Group on teaching.

Introduction

On June 22, 1983, the University of Waterloo dismissed Professor Leo Johnson, an associate professor of history at the University of Waterloo who had been on the faculty since 1966. The previous fall he had been convicted on ten charges of sexual abuse of little girls and on November 30, 1982 had been sentenced to two years less a day in a correctional institution plus three years probation. The Attorney General of Ontario had appealed this sentence as too lenient on December 23, 1982, and the Ontario Court of Appeals raised it to four years in a penitentiary on June 24, 1983, two days after Professor Johnson was dismissed from the university.

The issue is whether the University of Waterloo was justified in dismissing him. Did his conviction of the crimes of sexual abuse constitute "adequate cause" for dismissing him or was it a matter of his "personal life" which should be considered irrelevant to evaluation of fitness to be on the faculty of the University of Waterloo?

The University of Waterloo spent much time and effort considering what to do. After Professor Johnson was charged on August 20, 1982, the university granted him the fall semester as a research term, instead of the teaching term for which he had been scheduled. (This meant that he would still be paid his salary, so it was a paid leave-of-absence.) On December 17, 1982, the Dean of Arts Robin Banks and the Vice-President Academic Thomas Brzustowski visited him at the Ontario Correctional Institute in Brampton and told him that proceedings to dismiss him were being initiated under the university's policy for discharging tenured professors (Policy 53). The meeting was the first step in the proceedings. The issue was not resolved at this meeting, since Professor Johnson did not offer to resign and the dean and vice-president did not change their minds.

In accordance with university policy, a committee was set up to consider Dean Banks' recommendation that Professor Johnson be dismissed, providing opportunities for all parties to present their cases. After sixteen meetings, from January until the end of May, the committee on May 31, 1983 recommended in a report to President Douglas Wright that Professor Johnson be dismissed. President Wright made this recommendation to the Board of Governors which, after a special meeting on June 22, 1983, decided to accept the recommendation. In a letter of June 22, 1983 Professor Johnson was informed that he had been dismissed.

The CAUT established a Committee of Inquiry to investigate how the University of Waterloo had handled the case. The committee consisted of Joseph B. Rose, McMaster University and Pamela Smith, University of Regina. The CAUT decidcd that the University of Waterloo had not treated Professor Johnson fairly, and it published the report of the Committee of Inquiry in the June 1986 issue of the *CAUT Bulletin* (coincidentally the same month in which Johnson was convicted on yet another charge of sexual assault on a little girl on July 1, 1985 when he was on parole).

The issue about whether the University of Waterloo was justified in dismissing Professor Johnson thus involves two different problems: were its procedures fair to him and was its final decision justified? I believe that the University of Waterloo did indeed treat him fairly and that the decision to dismiss him was correct. I will first discuss the procedural issues and then the substantive one. I rely solely on public sources; I was not involved in the decision at the University of Waterloo and have no confidential information.

Procedures

I respect the CAUT and its conscientious efforts to ensure proper procedures at Canadian universities. I do, however, disagree with its finding that the University of Waterloo was unfair in its procedures for dismissing Professor Johnson. The CAUT maintains that the proceedings were not conducted in a fair way; that procedural irregularities appeared to have violated due process, natural justice, and impartiality; and that the procedures of the University of Waterloo described in its Policy 53 (Part II, A, sec. 8) were a poor substitute for binding arbitration by an impartial third party.

The CAUT seems to have two models of procedure: legal procedures in courts for deciding about violations of law and methods for dealing with labor disputes. Neither are appropriate models for decisions about employment, however. The purpose of a university is not the same as that of civil society. The purpose of civil society is to promote the general welfare, to maintain the peace, or, if one prefers John Locke's formulation, to protect life, liberty, and property. The laws to be enforced by the courts are those necessary for the welfare of everyone: the criminal law for deeds which are interpreted to injure the public and which might in the past have been grounds for private vengeance; civil law for dealings between private individuals which depend on public law, contracts and the like.

The purpose of a university is quite different. It is to educate people at the highest level, mainly young adults but also older ones. Since the purpose of the university is different from that of civil society, one cannot assume that court procedures for deciding about crimes or civil disputes are appropriate for deciding about suitability for employment. In so far as employment decisions involve law, like contract law, they are, of course, adjudicable in the courts.

The procedure of third-party arbitration which the CAUT favors seems, however, to assume that the dispute between a professor and a university about fitness for employment is either a case of civil law or a labor dispute between a group of employees and an employer about conditions of employment.

It is neither. Any procedures used in a case about the employment of a particular professor must therefore be to determine fitness to teach at the given university. In so doing, the university is not representing the public, which in criminal law takes injury to individuals as public injury. The university is not the state enforcing civil law. And in deciding about employment of particular individuals, it is not bargaining about conditions of employment.

Instead, it is the *responsibility* of the university to determine fitness for employment. A third party which is not part of the university does not have this responsibility, and it is doubtful that it could really determine fitness for employment better than the university. In hiring and promoting faculty, the university does frequently solicit the opinions of people who are not at the university. But it is the university which decides what weight to give to those opinions and which must make the actual decision.

The CAUT report criticizes the procedures at the University of Waterloo because the investigation and decision were not done by "skilled persons," but instead by "novices". (p. 17) If the issue had been a legal one or one of bargaining, such comment might be appropriate. But in the case of a university trying to determine the fitness of someone to be a member of the faculty, it is the university itself which is skilled. If it is not, then it cannot be a university. In the particular case of the University of Waterloo, the Dean of Arts and the Vice-President Academic started the proceedings for dismissal. In accordance with procedures already laid out, a committee of five faculty members made the investigation. The committee then made its recommendations to the President of the University who in turn made a recommendation to the ultimate authority at the university, the Board of Governors. Whatever mistakes any of these people may have made, I do not think that they were not skilled. Who else could be more skilled?

Some comments about some of the other points made in the CAUT report from its Committee of Inquiry: The committee complains that the committee of investigation was subjected to external pressures by receiving a petition from the community which was "anti-Johnson". They say that this was improper and showed poor judgment. (Conclusion, 9, p. 17) Why was this improper? The CAUT seems to regard the Waterloo committee for investigating the fitness of someone to be a member of the faculty as a jury which must be sequestered from all extra-judicial influences in making decisions about innocence or guilt and sentencing in criminal cases. But it was not such a jury. There was no issue about innocence or guilt, or sentencing, for it to determine. The committee was only to assess the fitness of a man to serve on the faculty who had been convicted and sentenced for crimes. The members were perfectly capable of determining what weight to give the petition, just as they were perfectly capable of determining what weight to give to discussions in the newspapers.

The report criticizes the University of Waterloo for not having sent Professor Johnson a formal, written rejection of his written request of December 7, 1982, for taking the winter of 1983 as a research term (a paid leave-of-absence while he was serving part of his sentence); that instead, the Dean of Arts and the Vice-President Academic met him for an unannounced meeting in prison on December 17, 1986, the meeting being in conformity with the procedures laid out by the University of Waterloo.

On the contrary, I believe that Dean Banks and Vice-President Brzustowski acted properly. In such a serious matter, it is far better to talk in person to the professor involved than to send a letter rejecting his request. I also do not see how he could have been any more prepared to have the meeting than he already was, by receiving a letter that the dean and vice-president were coming to see him. Far better for them to have told him in person that they were going to institute proceedings to dismiss him than for them to have sent him a letter to that effect.

The CAUT also believes that Professor Johnson should have received a research term for the winter of 1983, receiving full pay while he was serving part of his sentence, before he was formally dismissed on June 22, 1983. Why? The University of Waterloo had been scrupulously fair from the beginning, giving him a research term for the fall of 1982 instead of his scheduled teaching term, while his case was still being adjudicated. The University of Waterloo only started proceedings to dismiss him after he had already been convicted and sentenced. The University of Waterloo does not normally give research terms to faculty who just happen to be away and not teaching. It would have been inappropriate for an institution supported by public taxes to have been giving a professor a paid leave-of-absence while he was serving a prison sentence.

The CAUT report also says that the alleged procedural irregularities have "resulted in controversy about the motives of all those involved in the dismissal decision." (Recommendation, p. 18) What is the controversy? Nothing in the CAUT reports nor in any of the public documents I have read gives the slightest indication that the motives of those at the University of Waterloo were any other than to make the best possible decision about the fitness of Professor Johnson to remain on the faculty.

Does the CAUT believe that the University of Waterloo did not have adequate cause for dismissing Professor Johnson? Why? The University of Waterloo did not make public its reasons, though the CAUT report published the final recommendation of President Wright to the Board of Governors. (p. 16)

> Professor Johnson has been unable to fulfill his contractual obligation to the University by reason of his conviction and subsequent prison sentence. His actions, in my opinion, render him unfit to be a tenured member of, or employed by, the University.

What controversial motives is this supposed to have indicated? It seems quite straightforward.

Fitness to Teach

The substantive issue of the Johnson case is whether someone guilty of crimes of sexual abuse of children is fit to teach at a university. The University of Waterloo guidelines for granting tenure, and, *a fortertori*, to the standards for evaluation of faculty, say that the "personal lives, political opinions, and national backgrounds of the candidates — and anything else not at the heart of their professional conduct" are totally irrelevant criteria of the fitness of someone to be a member of the faculty. (Policy 53, Addendum, IV.C, paragraph 4)

The fundamental issue is whether committing crimes of any sort is a matter of one's "personal life". By one's "personal life" we mean, I take it, activities which are one's private affairs. Crimes, however, are not private wrongdoings but public harms. The Crown prosecutes crimes because they are regarded as injuries to the public. The cases against Professor Johnson are: "Her Majesty the Queen v. Leo Albert Johnson" (and all the trial records are open to the public). A university then is justified in taking crimes into account in judging the fitness of someone to be on the faculty, or for that matter, to be employed in any capacity.

A Canadian university should, I think, only take into account crimes which have been so adjudged in a country with a legal system comparable to Canada's, not one where the deed would not be a crime in Canada or where the judicial system is not comparable. For example, in 1969 York University hired Andreas Papandreou as a professor of economics. In 1967 in Greece under the dictatorship of the colonels, he had been convicted of conspiracy to commit high treason and had served eight months in prison in solitary confinement before he was released. This certainly did not reflect on Papandreou's suitability to be on the York

Le 22 juin 1983, l'Université de Waterloo a congédié M. Leo Johnson, professeur agrégé, qui enseignait à la faculté d'histoire depuis 1966. L'automne précédent, il avait été condamné sous dix chefs d'accusation pour avoir abusé sexuellement des petites filles. Le 30 novembre 1982, il avait été condamné à deux ans moins un jour dans un centre de détention surveillée et à trois ans de probation. Le 23 décembre 1982, le procureur général de l'Ontario a appelé de cette sentence trop clémente et, le 24 juin 1983, la Cour d'appel de l'Ontario a porté la peine à quatre ans dans un pénitencier, deux jours après le congédiement par l'université de M. Johnson. Mme Judy Wubnig, professeure au département de philosophie de l'Université de Waterloo s'interroge dans le présent article sur la justification de ce congédiement. Elle se demande si le fait de l'avoir condamné pour abus sexuel constitue une raison valable de le congédier. Ou encore, sa vie privée ne devrait-elle pas être considérée comme indépendante de sa carrière et ne devrait pas servir, par conséquent, à évaluer le bien-fondé de sa présence à la faculté de l'Université de Waterloo?

faculty, and I think York can be proud that it was able to have a fine professor of economics (from 1969 until the overthrow of the colonels in 1974, when he returned to Greece).

The case at the University of Waterloo is not such a case. For the University of Waterloo to have continued to employ Professor Johnson would have meant that it thought that even a man who had done public harm was yet fit to teach the public.

The public supports education because it is thought that knowledge is of value. Those who have more knowledge should therefore evidence its value in living more wisely. A teacher of any subject, be it history, mathematics, or chemistry, who commits a crime, whether sexual assault, robbery, embezzlement, or murder, shows that indeed knowledge is of no such value. He sets a poor example, showing that there is nothing wrong with crime except for being caught and punished. An embezzler might be a fine mathematician, and a poisoner an expert chemist; to hire one to teach mathematics or chemistry, however, would be to support the view that what one does is of no consequence, so long as he is an expert at something.

There was some debate in the press over whether Professor Johnson should have been dismissed. The argument, however, was not that he was fit to teach but that the university should have some compassion for him. His representative, Professor Ron Lambert, also made the same argument. (Frank Etherington's article in the *Kitchener-Waterloo Record*, Feb. 5, 1983, B2; *CAUT Bulletin*, June, 1986, p. 16).

The sentiment is generous but misplaced. That Professor Johnson deserves compassion, as he well may, does not show that he is fit to remain on the faculty. It is relevant to the legal decision about penalties but not to the university with its responsibilities to its students. Whether the laws of Ontario are good, whether its courts have made the right decisions about conviction and sentencing, and whether the penal institutions do their jobs properly, are issues everyone as a citizen can be concerned about; but they are not issues that the university as such can deal with.

Does this mean that no one who has ever been convicted of a crime in Canada should ever be employed at a Canadian university? employed at any public institution? employed by anyone? I cannot say this. No rule can ever be made which fits all cases since each case is unique and no generalization, by definition, can cover every contingency. That is why individual human beings at the University of Waterloo and anywhere else have to investigate each case individually to make a decision, instead of having machines make them. It is possible, for example, that a man who stole cars when he was eighteen but has since then led an exemplary life might not be judged unsuitable because of his youthful crimes.

Free Speech and Pornography

A final comment about free speech: The crime in this case happened to be sexual abuse of children, a topic now much discussed because of proposed amendments to the Criminal Code of Canada. The original proposal by former Justice Minister John Crosbie would have made illegal as pornography any kind of visual portrayals of sexual activity and has since been withdrawn. The desire to prohibit pornography stems from a laudable desire to prevent sexual crimes. There is much material which I personally would find repulsive, disgusting, and also portraying what I think is bad. It does not differ in this respect from many things people say and portray about non-sexual matters.

But there is a difference between thoughts about doing what is wrong and actually doing them. The foundation of the university is that we investigate all kinds of matters, including what is good and bad, and we must be able to think and speak about these matters freely in order to do so.

It is only because sexual matters have been discussed much more openly that the problems of child abuse are now even being publicly discussed. Many people in the past did not know that there were such problems.

The case about Professor Johnson came to light only because someone made a complaint to the local Family and Children's Service. This service exists, with people trained to deal with these problems, because there has been free speech to discuss and investigate them, and people know that such services exist because of so much public discussion of these issues.

The newspapers covered the story extensively, and others have as well, because of more open discussion. That would not have happened twenty-five years ago. The parents of the neighborhood girls, because of the publicity in the press and from more public discussion of such problems, were better prepared to cope with their daughters' having been victims and to deal with problems the children may have. So these little girls no longer had to suffer in silence, guilt, and shame, as they were already doing and would have continued to do in the past. And indeed, I could not even be discussing these issues in public if it were not for freedom of speech in Canada.

Response from the CAUT Committee of Inquiry

by Pamela Smith and Joe Rose

Pamela Smith is with the Sample Survey and Data Bank Unit at the University of Regina. Joe Rose is with the School of Industrial Relations at McMaster University.

We welcome the opportunity to respond to Prof. Wubnig's commentary concerning Prof. Leo Johnson's dismissal from the University of Waterloo. In our opinion, the analysis is limited and superficial. It relies entirely on public sources, is driven by emotive forces and misrepresents the work of the Committee of Inquiry. Although it is quite true that the University of Waterloo devoted "much time and effort considering what to do" (p.1), it is equally apparent that its investment in time and effort did not result in fair treatment of this case. In the interest of brevity, our response to Wubnig focuses on two issues.

Morality

Prof. Wubnig joins others who have treated this case in theatrical terms. For her, it was a morality play, with the University of Waterloo as the good guy. For an earlier commentator, Baar, it was a witch-hunt, with Waterloo as the bad guy.

A sensitive reading of our report would show it was neither a morality play nor a witch-hunt. The facts of the case simply will not sustain these descriptions.

Prof. Wubnig devotes considerable space to a direct (p. 7-9), although not novel discussion of a few of the issues concerning "fitness to teach." She is, however, to be reminded that fitness to teach was *not* the basis of the Policy 53 Committee's recommendation to the Board of Governors. Prof. Johnson was dismissed because he "has been unable to fulfill his contractual obligation to this University by reason of his conviction and subsequent prison sentence." *(Bulletin* 33:6: p. 16, column 1).

Only Dean Banks had advanced a ground for dismissal relevant to the question of fitness to teach; "Prof. Johnson's criminal behaviour represents gross misconduct, is inconsistent with the position of trust and responsibility bestowed on a Professor and is inconsistent with continuing his employment." (*Bulletin:* p. 15, column 3). Prof. Wubnig is reminded that the Policy 53 Committee deliberately chose not to consider the second reason Dean Banks gave for recommending that Prof. Johnson be dismissed. (*Bulletin*: p. 17, column 2).

Prof. Wubnig's attention is further drawn to our statement: "Considered together, the grounds for dismissal advanced by Dean Banks required careful and rigorous examination." (*Bulletin:* p. 18, column 3). A careful reader would not have missed our conclusion, and a fair commentator would have given it the weight it deserves.

Our earlier observation would also not have escaped the attention of someone sensitive to the issues raised by this case: "Although we find that there were significant procedural irregularities, we wish to emphasize we have made no judgement about the merits of the University's case for dismissal." (*Bulletin:* p. 18, column 2). Prof. Wubnig devotes much of her discussion to developing some of the merits. In doing so, she misses the point of the report entirely.

Whether Prof. Wubnig has chosen deliberately to miss the point is difficult to determine. Certainly, she indicates she is aware that our report deals with procedural matters, not whether there were grounds for Prof. Johnson to be dismissed: "The CAUT established a Committee of Inquiry to investigate *how* the University of Waterloo *handled* the case." (Wubnig, p. 2; editorial emphasis). Thereafter, however, she gives no consideration to the mandate which informed our report.

Prof. Wubnig's insensitivities and oversights lead her to misunderstand our report completely. This misunderstanding traps her in simple formulations about the issues presented by the Johnson dismissal and about university policies and procedures concerning dismissal. In her attempt to simplify these complex issues, she has misrepresented the content of the report of the Committee of Inquiry.

Further illustration is provided by her discussion of controversy.

Controversy

No controversy surrounded or remains as an aftermath of the Johnson/Waterloo matter and no evidence of it is produced in the report, according to Prof. Wubnig (p. 6-7). It is correct that the report is not burdened by another section, this one titled "Controversy — Evidence of Same".

There is, however, ample evidence of controversy in the text, beginning with a brief note concerning the Baar report and running throughout the discussion about the conduct of *all* parties and *all* stages.

Furthermore, Prof. Wubnig ties our comment about controversy concerning motivation to President Wright's recommendation (p.7). At no point did we single out President Wright in our discussion of controversy. Indeed, a thoughtful reader would have noticed the use of the general term "all" in the report. (*Bulletin:* p. 18, column 2). By this use, we included *everyone* involved — Johnson, his advocate, Lambert, Dean Banks, the Faculty Association Executive, the Policy 53 Committee, Vice-President Brzustowski and President Wright.

A casual visitor to Waterloo would have found evidence of controversy. Rumours, gossip and outright falsehoods were abundant. No party to this case was immune from these. To have reproduced any of this material would have been immaterial, at best. At worst, it would have been irresponsible and potentially damaging.

There was indeed controversy, and controversy remains. By misrepresenting the CAUT Report in this and other respects, Prof. Wubnig has only served to add to this controversy.

In conclusion

Two matters raised by Prof. Wubnig have been discussed. It has been argued that the report provides evidence concerning controversy both about the decision to dismiss Prof. Johnson and the procedures which lead to it. It has also been shown that "fitness to teach" was *not* the basis of the decision to dismiss Prof. Johnson. By their treatment of this case, the Policy 53 Committee, the President and the Board of Governors left the question of whether Prof. Johnson was fit to teach unanswered.

Prof. Wubnig has no basis for entitling her article "Morality at Waterloo". Her submission contains several other errors which are not detailed here, in the interests of brevity. These errors are not restricted to the report of the Committee of Inquiry, but also include the facts of the case. For these reasons, her discussion is not to be treated as a serious examination of the issues. Readers are left to decide about the spirit of inquiry which informs her analysis.

The unfortunate facts of this case speak for themselves. They are certainly not reducible to good guy/bad guy formulations. Nor should the Johnson/Waterloo case be treated as a piece of theatre. But it was a tragedy, and a tragedy for all involved in it, to greater or lesser degrees. Prof. Wubnig quite correctly observes that it was the responsibility of a university to determine "fitness for employment." This responsibility was not finally upheld at the University of Waterloo, either in procedural terms or in terms of the reasons for the ultimate decision.

UPEI

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Le mouvement étudiant en France: la crise de 1986

par Robert Fosset

Robert Fosset est professeur à l'Université Paris-Nord (Villetaneuse) et membre du Bureau National du SNESup

Une jeunesse inquiète

L'enfance et l'adolescence de la jeunesse en 1986 se sont déroulées dans le contexte d'une crise économique de plus en plus pesante dont les effets sont de plus en plus visibles.

Cette génération attache beaucoup plus de prix que la précédente aux études et aux diplômes. Chacun sait que le taux de chômage est 4 à 5 fois moindre chez les diplômés de l'enseignement supérieur.

Les jeunes sont donc très attentifs à tout ce qui touche l'organisation des études, leur coût, l'accès aux Universités et aux différentes formations qualifiantes.

Or, les projets du ministre Monory concernant l'enseignement secondaire, et ceux du secrétaire d'état Devaquet au sujet des Universités, provoquèrent leur inquiétude, inquiétude largement justifiée.

Le projet de loi Devaquet

La menace sur la gratuité

L'une des conséquences de la politique d'austérité engagée depuis plusieurs années est le désengagement financier de l'Etat dans de nombreux domaines, dont celui de l'enseignement supérieur. Les crédits de fonctionnement ne progressent pas au rythme de l'inflation. L'amenuisement progressif de leur pouvoir d'achat menace les conditions d'enseignement. Les universités recherchent des ressources nouvelles. La tentation est grande d'augmenter la participation financière des familles en augmentant les droits d'inscription, en les transformant peu à peu en droits d'études. Le projet de loi favorisait cette évolution.

La concurrence entre les universités

L'autonomie des universités est une des formes de la déréglementation actuellement très à la mode. Concept très flou au contenu variable selon l'interlocuteur, il masquait la possibilité de fixer des droits d'inscription à des taux différents, de mettre en cause à moyen terme la notion de diplôme national. C'était la voie ouverte au développement des inégalités entre les universités et à leur mise en concurrence.

La sélection

La recherche des diplômes amène une proportion de plus en plus grande de bacheliers à entamer des études supérieures. En même temps, le nombre d'étudiants étranger grandit. Or, faute de crédits d'investissement suffisant, il n'y a plus depuis longtemps d'accroissement du potentiel d'accueil des établissements d'enseignement supérieur, les crédits pédagogiques stagnent, le nombre d'enseignants n'augmente que très faiblement, l'encadrement des étudiants se dégrade. Il y a donc une contradiction flagrante entre la croissance du nombre d'étudiants et la stagnation du potentiel de l'enseignement supérieur. Dans ces conditions, la seule solution est la généralisation de la sélection sous toutes ses formes pour adapter le nombre d'étudiants aux capacités d'accueil des établissements, sous peine d'une dégradation rapide de la qualité de l'enseignement et des conditions de travail des enseignants. Sélection à l'entrée des Universités, sélection à l'entrée des 2ème et 3ème cycle, sélection à l'entrée de formations de plus en plus nombreuses.

Les différents articles du projet de loi Devaquet créaient les bases juridiques permettant la réalisation de ces desseins, et les étudiants en ont parfaitement pris conscience.

Autres sujets d'inquiétude de la jeunesse

Plusieurs initiatives prises par le nouveau gouvernement depuis mars 1986 ont jeté le trouble parmi la jeunesse et lui ont donné l'impression que les pouvoirs publics leur étaient hostiles :

☐l'idéologie sécuritaire et son corolaire, une activité spectaculaire de la police se sont traduite par plusieurs bavures dont furent victimes des jeunes d'origine maghrébine ou non.

☐les drogués ne sont plus considérés comme des victimes mais comme des délinquants qui seront traités comme tels.

☐le projet de nouveau code de la nationalité exige des centaines de milliers de jeunes, nés en France de parents étrangers, de demander la nationalité française, avec les risques de refus pour des raisons extrêmement variées non explicatives.

Une représentation fausse de la jeunesse

Le mouvement étudiant et lycéen a surpris tous les partis politiques, tous les syndicats et les spécialistes de la jeunesse — sociologues, psychologues, enseignants, journalistes — bel exemple d'incompréhension de la jeunesse, inquiétante pour un grand pays comme la France où les moyens multiples d'investigation ne manquent pas!

On disait la jeunesse dépolitisée, individualiste, égoïste, préoccupée par l'argent et la réussite individuelle à tout prix. Une expression résumait tout cela : la "boî génération"!

La réalité : une jeunesse généreuse

Dans ce mouvement de masse de la fin de l'année 1986, la jeunesse s'est révélée généreuse, solidaire des faibles, des pauvres, des déshérités, attentive au sort des immigrés menacés, des drogués en perdition. Elle est soucieuse de réussir sa vie, mais pas au détriment d'autrui, pas à n'importe quel prix : elle a soif de fraternité et d'égalité. Elle s'intéresse tout autant à la politique, mais elles est très méfiante à l'égard des partis politiques traditionnels et de la politique politicienne. Elle tient à son autonomie et redoute toute forme de récupération.

Dans ce vaste mouvement très complexe, la jeunesse étudiante a montré de remarquables qualités d'organisation de capacité d'initiative et d'esprit inventif, le sens de l'utilisation des médias modernes.

Aujourd'hui, les spécialistes de la jeunesse révisent leur jugement et découvrent à postériori des signes précurseurs qu'ils n'ont pas remarqué ou qu'ils n'ont pas su interpréter avant novembre 1986.

Il en est ainsi de l'énorme succès du film ET de S. Spielberg auprès de la jeunesse. ET l'extra-terrestre, avec toute sa différence, est incompris, rejeté par les adultes comme le sont aujourd'hui les immigrés, notamment les maghrébins en France. Il est au contraire compris, adopté et défendu par les enfants et les adolescents. C'est l'expression de l'antiracisme de la jeunesse qui s'exprime en France par le succès, notamment en milieu étudiant, du mouvement SOS Racisme.

De même, le grand succès du chanteur J.J. Goldman s'expliquerait non seulement par le goût déjà ancien de la jeunesse pour la musique rock, mais par le contenu de ses chansons qui magnifie, entre autre, la solidarité entre les hommes.

L'appui des parents

Dans leur grande majorité, les parents quelque soit leur option politique, ont compris, soutenu, voire souvent encouragé leurs enfants dans leur action parce qu'ils partageaient leurs préoccupations. Il n'y a pas eu à cette occasion de conflit de génération.

C'est parce que ce mouvement a concerné une masse considérable d'électeurs de toutes tendances que le gouvernement a reculé.

Par ailleurs, les prolongements politiques de la poursuite de ce mouvement avec une ampleur grandissante étaient imprévisibles en cette fin de l'année 1986.

Les positions du SNESup

Le SNESup reste attaché à un certain nombre de principes qui sous-tendent son action : l'enseignement supérieur doit certes s'adapter à l'évolution du monde moderne, mais il doit rester un grand service public et en conséquence son utilisation doit être gratuite. Le SNESup est fortement attaché au maintien des diplômes nationaux, ce qui implique l'existence d'Universités donnant des enseignements de qualité sensiblement équivalente. Il exige le maintien, du libre accès des bacheliers à l'Université et l'absence de toute sélection à l'entrée d'un cycle en dehors de l'exigence des diplômes requis.

C'est précisément à cause de ces positions de principes que le SNESup est le seul syndicat qui a condamné clairement le projet de loi Devaquet dès sa parution. Au mois de mai 1986, il a lancé une pétition parmi les enseignants demandant le retrait du projet. Au mois d'octobre 1986, le SNESup adressa une lettre aux étudiants attirant leur attention sur les dangers du projet. Elle fut largement diffusée dans toutes les Universités dans la 2ème quinzaine du mois d'octobre 1986. Elle a joué un rôle certain dans la prise de conscience des étudiants.

Durant le mouvement lui-même, le SNESup a appelé à la grève le jour des 3 grandes manifestations auxquels beaucoup de ses adhérents ont participé.

Les enseignants ne se sont pas opposés aux grèves d'étudiants. Les adhérents du SNESup n'ont pas assuré leurs cours dès lors que la majorité de leurs étudiants décidaient de faire la grève.

L'attitude ambiguë des enseignants

Malgré les positions du SNESup et de ses adhérents, l'attitude de la majorité des enseignants a été ambiguë durant le mouvement. Peu d'entre eux ont participé aux assemblées générales d'étudiants, ne serait-ce que pour se tenir au courant. Ils ont participé en faible nombre aux manifestations d'étudiants sauf lorsqu'ils voulurent protester contre les violences policières dans la phase terminale du mouvement.

La dégradation des conditions d'enseignement amorcée il y a plusieurs années, l'alourdissement des services, l'augmentation des effectifs étudiants ont émoussé leur attachement à la gratuité de l'enseignement, au libre accès aux Universités. Incapables de modifier la politique des pouvoirs publics, ils se sont fait peu à peu à l'idée que les usagers participent d'une manière plus importante au financement des Universités, qu'un numérus clausus soit instauré. Ils ont été par ailleurs déconcertés par la révélation d'une jeunesse qui ne correspond pas à l'idée qu'il s'en faisait.

De nouvelles crises en perspective?

Le gouvernment a effectué un recul tactique devant l'ampleur du mouvement, mais il n'a pas abandonné ses objectifs fondamentaux. Le budget 1987, preparé avant le mouvement de novembre-décembre 1986 n'a pas été modifié. Les crédits de fonctionnement vont perdre une nouvelle fraction de leur pouvoir d'achat. Il n'y a pas de crédit pour la construction de nouveaux locaux et la rénovation des locaux existants. Or les effectifs étudiants augmenteront encore à la rentrée 1987.

Toutes les conditions sont réunies pour qu'une nouvelle crise éclate.

lundi 17 novembre : début de la grève à l'Université Paris-Nord à Villetaneuse.
mereredi 19 novembre : extension de la grève aux Universités Paris X et Paris VIII.
samedi 22 novembre : coordination nationale des étudiants à la Sorbonne.
dimanche 23 novembre : manifestation de la FEN (Fédération de l'Education Nationale) pour la défense de l'école publique — 200,000 participants. Présence d'étudiants.
lundi 24 novembre : extension de la grève aux universités de provinces.
mardi 25 novembre : la grève gagne l'enseignement secondaire. 4,000 délégués à la coordination lycéenne à Jussieu (Universités Paris VI-VII).
jeudi 27 novembre : première manifestation parisienne : 200,000 participants; des centaines de milliers en province.
dimance 30 novembre : déclaration très ferme du Premier Ministre Jacques Chirac.
jeudi 4 décembre : 2ème manifestation: 500,000 manifestants à Paris — violences policières — plusieurs étudiants gravement blessés.
vendredi 5 décembre : un étudiant battu à mort par les policiers.
samedi 6 décembre : manifestation spontanée d'hommage: 30,000 étudiants et lycéens.
lundi 8 décembre 13 heures : Jacques Chirac annonce le retrait du projet de loi Devaquet.
mardi 9 décembre : reprise générale des cours.
mercredi 10 décembre : 3ème manifestation d'hommage à Malik Oussekine, l'étudiant tué. Plusieurs centaines de milliers de participants de tous âges.

Robert Fosset is a professor at the Université Paris-Nord Villetaneuse and is with the Syndicat National de l'Enseignement Supérieur (SNESup). In his article Prof. Fosset analyses the causes underlying the massive student demonstrations which took place in France late last year. He describes the position of SNESup regarding the higher education issues involved and suggests that political activism on the part of French students is far from over.

IN/PRINTS

Books received by The Bulletin. Unless otherwise noted, information was supplied by the publisher. Some books may be reviewed later.

SCIENTIFIC DISCOVERY: COMPUTATIONAL EXPLORATIONS OF THE CREATIVE PROCESS; by Pat Langley, Herbert A. Simon, Gary L. Bradshaw, and Jan M. Zytkow; The MIT Press, Cambridge, Mass.; 1987. *Scientific Discovery* examines the nature of scientific research and reviews the arguments for and against a normative theory of discovery; describes the evolution of the BACON programs, which discover quantitative empirical laws and invent new concepts; presents programs that discover laws in qualitative and quantitative data; and ties the results together, suggesting how a combined and extended program might find research problems, invent new instruments, and invent appropriate problem representations. Numerous prominent historical examples of discoveries from physics and chemistry are used as tests for the programs and anchor the discussion concretely in the history of science.

UNIVERSITY OF TORONTO
MODERN RUSSIAN HISTORY

Applications are invited for a tenure-stream position in Russian and Soviet history. Preference will be given to applicants specializing in the history of the Russian Revolution and the Soviet Union. Applicants should have a Ph.D. and proven research competence. The appointment will be made at the Assistant Professor or the Associate Professor level, depending upon qualifications. The teaching duties of the successful candidate will be at both the graduate and undergraduate levels. Salary will be commensurate with experience. The appointment will commence on 1 July 1988. Send applications, a curriculum vitae, and ask three referees to write letters to **Professor Michael Finlayson, Chairman, Department of History, University of Toronto, Toronto, Canada, M5S 1A1.** Applications will close on 15 October, 1987. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Toronto particularly welcomes applications by qualified women.

Briefly...briefly...

Wilfrid Laurier divests

WATERLOO — Faculty at Wilfrid Laurier University have voted in favour of divesting nearly $800,000 worth of pension fund holdings in firms doing business in South Africa. The vote urges the faculty pension fund's trustees to divest holdings in Cominco Ltd., Seagram Co. Ltd., Canadian General Electric Co., and Rothmans of Pall Mall Canada Ltd. The divestiture must be approved by the trustees and by the university's Board of Governors.

Ontario and Quebec co-operate on post-secondary education

Ontario and Quebec have signed a memorandum of understanding providing a formal framework for co-operation in post-secondary education in the two provinces. The memorandum calls for Ontario and Quebec to offer, wherever feasible, an opportunity for students to continue their post-secondary education in an institution and province of their choice. The provinces have also agreed to facilitate the admission and education of qualified Ontario students in the French language in Quebec universities. The specific programs for initial consideration are: Medicine, dentistry, pharmacy, speech language pathology and audiology and master's programs in social work and nursing.

Chair endowed for women's studies

WINNIPEG — The Manitoba government recently announced a commitment to provide $330,000 in funding over a five-year period for a Prairie Chair in Women's Studies, to be established at the University of Winnipeg and the University of Manitoba. The joint chair is one of five being set up across Canada through the federal Women's Studies Initiative. A grant of $500,000 is being given by the Secretary of State to each chair and a public drive has been launched to raise the remaining $670,000 required for the total $1.5 million for a fully endowed chair. To ensure permanent endowment, only the interest will be expended and not the endowed capital.

The chair will serve as an integral part in the planning for a degree program in Women's Studies as well as providing an academic foundation for study at the undergraduate and graduate levels.

More Ontarians support education funding says OISE

TORONTO — Support in Ontario for post-secondary education appears to be on the rise. Results of the sixth annual Ontario Institute for Studies in Education (OISE) Survey of Educational Issues, conducted in September 1986, show general trends in favour of increased public spending on education and an increased appreciation for the value of higher education. In 1986, 52 per cent of Ontarians surveyed supported an increase in government educational spending. Only 20 per cent felt the same way in 1975. Adult education and job retraining won the highest approval this time, with 70 per cent of those polled favouring increased spending in these areas.

UBC studies AIDS

VANCOUVER — The University of British Columbia has received a federal grant of $830,000 to continue study into the transmission of the AIDS virus. The Vancouver Lymphadenopathy-AIDS Study began in 1982 to determine why people become infected, the mechanisms of transmission, and how AIDS transmission can be prevented. The study, which is the largest and longest-running in Canada, has received $1,380,000 from the National Health and Research Development Program.

Le "cauchemar" du financement des universités québécoises

QUÉBEC — Le ministre de l'Enseignement supérieur et de la Science du Québec, M. Claude Ryan, a écrit au premier ministre, M. Bourassa, pour lui demander de mettre fin au "cauchemar" du financement des universités québécoises. Il a exhorté le gouvernement a injecté 82 millions de dollars dans le système universitaire au cours des deux prochaines années. Il en va de la crédibilité du gouvernement, a-t-il ajouté. M. Ryan a présenté au premier ministre un plan d'action en sept points qui permettrait d'aplanir les difficultés financières de sept universités du Québec:

- ☐ Abolir la réduction prévue de 20,6 millions de dollars de la subvention d'équilibre s'élévant à 1 milliard de dollars;
- ☐ Hausser la subvention de 13 millions de dollars pour protéger les universités contre l'inflation;
- ☐ Affecter 20 millions de dollars par année aux subventions pour aider les universités à équilibrer leur budget;
- ☐ Créer un fonds de 15 millions de dollars, qui seraient payés en deux ans, pour aider les universités à éponger leur déficit accumulé, qui devrait s'élever à 129 millions d'ici mars 1987;
- ☐ Accorder une pleine compensation financière aux universités pour absorber les frais engagés par la hausse des inscriptions;
- ☐ Affecter 35 millions par année pendant cinq ans pour l'achat d'équipement scientifique, la rénovation des bâtiments et l'achat de livres pour les bibliothèques;
- ☐ Affecter 10 millions par année pour dédommager les universités des coûts indirects de la recherche. En ce moment, les subventions de recherches fédérales et provinciales ne paient que les frais directs.

Stewart Goodings new Assistant Under Secretary of State — Education Support

OTTAWA — Stewart Goodings has been appointed to the position of Assistant Under Secretary of State, Education Support, in the federal government. Mr. Goodings has held senior positions in the B.C. government since 1978. Prior to that he was with the Secretary of State in Ottawa.

Alberta investigates possible funding differences

EDMONTON — The Alberta government has launched an investigation into alleged funding inequities among the province's postsecondary institutions as a result of concerns raised by politicians and academics that postsecondary institutions in Calgary receive less money than Edmonton institutions. U of T professor J. Stefan Dupré will conduct the investigation into the inequity charges and make recommendations regarding changes if any are necessary. His report is expected before this fall.

Memorial benefits from off-shore funds

ST. JOHN'S — Memorial University will benefit from some of the approximately $66 million to be spent in Newfoundland on new educational and research initiatives over the next few years as part of the Atlantic Accord. Eight new projects announced in St. John's recently fall under the Canada-Newfoundland Off-Shore Development Fund, which was set up in 1985 under the accord. Memorial will receive up to $7.7 million for two of these projects. About $2.7 million will go to Memorial's Centre for Off-Shore and Remote Medicine and Telemedicine and the remaining funds will be made available to the university's Centre for Cold Ocean Resources Engineering.

Enseignement postsecondaire: collaboration entre le Québec et l'Ontario

L'Ontario et le Québec ont ratifié un protocole d'entente qui prévoit une collaboration officielle entre les deux provinces en matière d'enseignement postsecondaire. Par l'entremise de ce protocole, le Québec et l'Ontario permettront, dans la mesure du possible, aux étudiants de poursuivre leurs études postsecondaires dans l'établissement d'enseignement et la province de leur choix. Les provinces ont également convenu de faciliter l'admission et la formation en français des étudiants ontariens qualifiés dans les universités québécoises. Les programmes qui seront privilégiés sont: la médecine, les sciences dentaires et pharmaceutiques, la pathologie de la langue parlée et l'audiologie ainsi que les programmes de maîtrise en travail social et en sciences infirmières.

Researchers will leave Canada if money not available, says study

There is a "significant danger" that Canada will lose many of its best science and engineering researchers to other countries unless funds are increased, a study prepared for the Natural Sciences and Engineering Research Council says. As many as 40 per cent of the researchers receiving operating grants from the federal agency say they are attempting to leave Canadian universities because of low financing, according to Doug Williams, chairman of The DPA Group Inc., the consulting firm that conducted the study. The firm, hired by NSERC to evaluate the agency's operating grants program, contacted 2,500 people, including researchers inside and outside Canada, academic administrators and industry and government officials. The data pertains mostly to 1985-86. David Nowlan, vice-president of research at the University of Toronto, said that the study reaffirms what many have been saying — "our funding levels in general are below American, Japanese and many European countries, and we do lose our best researchers."

In response to the study federal Science Minister Frank Oberle said the federal Government will establish a national registry to keep track of Canadian researchers outside the country in an attempt to lure them home. Mr. Oberle said the registry will keep Canadian scientists and researchers abroad aware of opportunities at home, and inform Canadian industry about people outside the country so it can recruit them back.

Peterson vows boost in funding for Ontario universities

TORONTO — Ontario Premier David Peterson says the provincial government will soon give Ontario universities "more money than they have ever received before." But the government "will do it in a way that ties funding to results for the people of Ontario." In a speech to a joint meeting of the Empire Club and the Canadian Club on April 23, the premier said an "excellence fund" introduced last year to "target operating support for universities and colleges to priority areas...will be a permanent feature of our system for funding universities. Money will be forthcoming for capital costs too. The April 29 throne speech opening a new session of the Ontario legislature promised a substantial increase in capital funds for universities and colleges.

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"A majority of universities," he says, "have anticipated this problem and have taken some steps that have not required significant financial resources. For example, offering French tutorials or establishing French residences."

The bottom line, however, is funding and Dr. LeBlanc feels that the federal government has a role to play.

"Although education is clearly a provincial matter, bilingualism is and should remain an important national policy."

Dr. LeBlanc recommends that the federal government, through the Council of Ministers of Education, make direct funding available to those universities which are prepared to offer courses in French and/or set up language-training programs to improve the language proficiency of their professors. He puts the price tag at $20 million over a five-year period.

"We can't afford to take a wait-and-see approach. Mechanisms must be put in place now to ensure that when and if the demand comes, universities are prepared."

Oberle responds on NRC secrecy issue

The following letter from the Minister of State for Science and Technology Frank Oberle to CAUT President Allan Sharp is in response to a letter sent by the CAUT to the Minister March 12 in which the Association opposed restrictions being placed on public comment by members of the National Research Council. That letter appeared on page 10 of the May Bulletin.

Dear Mr. Sharp:

Thank you very much for the views of the Canadian Association of University Teachers (CAUT) on the right of members of the National Research Council to speak out in public. In view of the press reports, I am not surprised that you misunderstood my position. I welcome the opportunity to affirm my support for a strong Council to the CAUT and its members.

I am not certain how the press decided I was in favour of "muzzling" the Council. The word is found in the question and not my reply. May I take this occasion to restate my views.

The Task Group Report contained advice for the government and advice for the National Research Council. Task Group members felt that some public statements by Council members had caused confusion and recommended more discretion on their part. They did not recommend that I impose additional restrictions on the Council and I have not interpreted their words in that light.

Whilst overseeing an organization such as the NRC, Council members will have access to information which should be examined and discussed in confidence. It is also inevitable that not all members of the Council will agree with all decisions, as is the case with any council or board.

Discretion, however, cannot be imposed, and I am content to leave that matter to the judgement of individual Council members. Thus, the government will not impose any conditions on new or existing appointments to the Council that are designed to restrict their freedom of expression.

Thank you again for your letter and the opportunity for me to set the record straight.

Yours sincerely,
Frank Oberle

The art of turning a sow's ear into a silk purse

By Molly Wolf

"Try to preserve an author's style, if he is an author and has a style."

Harold Ross

Editing is the process by which you try to keep an author from making a fool of himself in print.

I cannot tell anyone how to be an editor. The job requires unusual qualities: the constitution of an ox, immense patience, first-rate writing skills, an infinite capacity for taking pains, attention to details, an exceptional memory, and the ability alternately to nag, bully and cajole — especially cajole. It's a dog's life.

I have by now worked with some 30-odd authors, some of them very odd indeed. One or two were notoriously temperamental. No one has yet thrown anything at me, nor have I been threatened with bodily injury or lawsuit. In the most extreme case — that is, in working with an author notable for hurling books in moments of stress — I found that matrimony was an effective means of control, but this course of action is not always to be recommended. How does one get on with authors?

Keep in mind that writing is a miserable activity, and that authors (poor wretches) are usually bored silly with their work, or ashamed of it, or nervous about it, by the time you begin to edit. Authors — even the worst authors — need all the sympathy they can get. Provide it. Hold their hands, buy them coffee, and above all, don't confront. Be tactful. Lie a little, if required. You must, in a sense, live with your author for some weeks, and it's easier to get your own way if the author thinks that you're on his side.

The following is by no means a complete summary of an editor's trials and responsibilities, but it does touch a few bases. The best source of information on editing is probably the University of Chicago Style Manual, without which no editor can live.

Editing can, like Gaul, be divided into three parts. The categories and terms are my own, but any editor will recognize the types I describe.

1. **Manuscript (stylistic) editing:** the initial edit, in which the editor clobbers the prose, criticizes the content, looks for holes, and generally does Real Editing. It can be subdivided into:

☐Manuscript (MS.) editing with author

☐MS. editing without the author

2. **Copy editing:** editing for consistency of (e.g.) headings, references, abbreviations, spelling (technical terms, place and personal names), citation style, captions, etc. Usually requires fitting the MS. to a given style guide, which may be rather like fitting the glass slipper on the ugly stepsister's size 12 foot.

3. **Production editing:** in which the editor marks text for the printer. Production and copy editing are often united.

Since copy editing is extremely boring, and production editing is purely on-the-job training, I shall deal only with the fun stuff: manuscript editing.

Manuscript editing

Type I: Without the author

Easy, in some ways, since you needn't worry about the author's feeling and reactions, but difficult in others. The author acts as a brake on you, making sure that you haven't changed his meaning, filling in holes, explaining equivocal passages, etc. If you must work without the author, try to have someone in the field check your emendations, if possible. Check with authorities (e.g. government departments) if you feel that you may have altered the author's intention. Be cautious.

Type II: With the author

Casing your author

Your first task, from the initial contact through the author's conference, is to learn what you can about the author whose work you are to edit. How tired is he of the MS.? Does he have a sense of humour? Can he be pushed and, if so, how far? Is he nervous about expenses? You have to establish a working relationship in which you are — let's face it — marginally the junior partner, but with special skills. Do *not* ask the author's superior about him, unless you can be absolutely dead sure that the author will never find out. Do more listening than talking, and watch reactions. If you head into an author/editor relationship without taking this kind of care, your work may be rendered far more difficult.

The author/editor conference

This is probably your first proper sit-down meeting with the author. You should have received a copy of the MS. and taken a quick but thorough look at it. Try to determine the obvious problems: are half the footnotes missing? where are the illustrations? does the MS. read like an inept translation from the Latvian? You should also, if possible, determine how reliable your author is: does he meet deadlines? Is his attitude towards his work professional? Is he experienced in preparing a manuscript for publication? Assuming the most difficult case (a first-time author, unreliable, busy with other work, sick of this MS.), then;

1. Go gently. Try to be mildly enthusiastic about the work (too much enthusiasm may sound as false as it probably is).

2. Make it clear that your emendations are *suggestions* — that the final work is his not yours, and that he is at liberty to accept or reject your changes. Remember: it's his name on the title page.

3. What audience is he aiming for? If the work is fairly technical, does he intend it for a group of his peers or for a group with less expertise?

4. What does he want done? Does he want you to concentrate on the text only, or to deal with (e.g.) illustrations?

5. When does he want it done? If he's on a tight schedule, explain how much you can do in the available time. Be realistic. Similarly, how much money is he prepared to part with?

6. What form of publication does he want — photo-offset, typeset, plain or glossy? Are there going to be many tables or illustrations?

7. How many pages of text? Figures? Tables? References?

8. Who is responsible for table of contents, letters of permission, indexing, providing missing figures, etc.? If there are major problems with references or content, does he want you to deal with them or will he shoulder the work?

9. Estimate his commitment and the time he can allow. If the job looks like a Can of Worms (an exceptionally difficult or tricky MS., e.g. a collaboration between 31 co-authors, all of whom are prima donnas), make it clear that your involvement has to have a time limit, and write a final date into your contract ("my work will end when the MS. is completed or on the 1st of June, 1986, whichever is earlier"). To save yourself the mental anguish, write in a similar escape clause for Wounded Ducks (a manuscript of some pathos and little intrinsic value, e.g. a 750-page treatise on the Life of St. Neot).

10. You can try to assign author-type jobs and editor-type jobs, but (given the author in question) the assignment probably won't work, and you should assume as much. You may want to assign the jobs anyway. It will make you feel better, and impresses the author. *Obvious exceptions:* If the author tells you that he never wants to see the MS. again; if he's extremely busy, or if you don't trust him to wipe his own nose.

11. Give him and yourself time to think, if possible, before arranging a contract. If you're assigned the job by your supervisor, give your supervisor an estimate of the time involved. (This can be a useful escape hatch if you're landed with a Wounded Duck or Can of Worms: "You do understand that this will take *at least* six months, and I won't be able to tackle anything else" is the sort of statement which may make your supervisor reconsider his priorities. Then again, it may not.)

How to get emendations accepted

1. "It's not that *I* think the section is weak, but we've got to think about the critics." (Best if you can come up with a specific critic, whose innards your author hates.)

2. "I'm a bit worried about length. Do you think we could tighten this up a little?"

3. "What really worries me is balance. Section 3 is phenomenally detailed, but section 4 is fairly general. We've got to aim for consistency of *weight*."

4. "I haven't got the background to appreciate section 5 properly. Could you run it past me, just so I can see what you're getting at?" (i.e., I don't know what the hell you're talking about, and neither do you. Let's find out what you do know and I'll try to make sense of it.)

5. "I'm not at all happy with my emendation — maybe we should try to rewrite?" (Observation: authors will do anything to avoid rewriting, rightly. Provide them with an alternative and they'll usually accept it).

Editing for content

You should look for the following:

1. Obvious errors of fact; major omissions or repetitions.

2. Section/argument incorrectly placed.

3. Unevenness in detail or level of difficulty (too idiotic/arcane for rest of argument).

4. Wrong level of detail for audience. Are technical terms adequately explained, given the potential audience? If not, should they be defined in text, in footnotes or in a glossary?

5. Relevance: is a given section totally irrelevant to the argument? (Gently here; authors often put in irrelevancies because they're in love.)

6. Clarity/comprehensibility. *Always* read "stupid"; if you can wilfully misunderstand something, do so. Does the author know what he's talking about? Do you? How many times did you have to read the sentence/section before you understood it? Similarly, keep an eye out for puns and *double entendres*, intentional or not. A ripely filthy mind is a great asset in editing. (One of my authors saw nothing wrong with the neologism "apocryphallic". I did.)

7. Are the arguments complete, and do they make sense? Has the author made an indefensible logical leap (the Baryshnikov fallacy)?

8. *Post hoc ergo propter hoc:* Because B follows A, is A a cause of B? Statistically, cancer rates can be beautifully correlated to the increase in the use of the telephone.

9. References: distribution/frequency, type, style. The Playtex Rule says that any statement of fact (especially one involving hard data), anything quoted from another author, or anything summarized from another source, should be supported by a reference. Incomplete, inconsistent or uneven references are a major plague, especially in collaborations.

10. Incompleteness or obvious holes. Once upon a time I edited a very large report on the state of the environment in Canada which made no mention of seals or walruses, and in which the only treatment of radioactivity was concerned with fallout tests from the 1960s. (The footnotes were a mess, too. A Can of Worms.)

11. Datedness, especially in scientific work. Your author is in theory supposed to be citing the most recent sources possible; if too many of his references and too much of his material is 15 years old, he may be in trouble. (Nonetheless, the most frequently cited

See MANUSCRIPT/24

Many academics, at one time or another — after dusting off that manuscript that has been idling in the bottom of the desk drawer or pulling together the results of a research project — find themselves in the need of the services of an editor. What happens when a manuscript — *your* manuscript — or the findings of a research project — *your* research project — hits the desk of an editor? What critical elements is an editor looking for as he/she meticulously reworks the product of your labours? Molly Wolf, an Ottawa-based editor, who specializes in scientific work, offers some insights into this seemingly magical process of turning a "sow's ear" into a "silk purse".

De nombreux universitaires, à un moment donné, ont besoin des services d'un éditeur après avoir ressorti le manuscrit oublié au fond d'un tiroir ou avoir compilé les résultats d'une recherche. Que se passe-t-il lorsqu'un manuscrit — votre manuscrit — ou les conclusions d'une recherche — votre rapport de recherche — aboutit sur le bureau d'un éditeur? Quels éléments de critique un éditeur cherche-t-il lorsqu'il retravaille méticuleusement le produit de votre labeur? Molly Wolf, une éditrice d'Ottawa et spécialiste des travaux scientifiques, donne quelques éclaircissements sur ce processus magique qui permet de transformer un brouillon en une oeuvre d'art.

MANUSCRIPT...23

paper in scientific literature dates from 1951. So it all depends.)

Subsection: scientific editing

In addition to the above, you should endeavour to do the following, if possible:

1. Drag your author, kicking and screaming, out of the passive voice and into the active. Scientists are terrible about this.

2. Keep an eye on his or her statistics, if you know enough about statistics to do this.

3. Stamp out the misused "thus". "Thus" means "in this way", not "therefore".

4. Watch for obvious slips. If the author reports physiological pH of 3.7, you should question it.

5. You probably won't know enough about a specific topic to query the content (quick: tell me all you know about delta-opioid binding in cultured murine neuroblastoma. Aha, I thought so.) That's what referees are for. But you should still try to read for idiocies. One article I read (translated from the Russian used phosphorus, sodium phosphorus and phosphate interchangeably, as though they were the same compound. Differentiate, in your reading, between bits which are difficult because the subject is difficult, and bits which are merely badly written.

Producing a clean final draft

What to plan for

1. In what condition is the MS.? Do you have adequate word processing backup? How good is (are) your word processor(s)? Get his/her/their estimate of the time needed to produce a clean MS. Stay on good terms with your word processor(s), at whatever cost; this is essential.

2. Will you need additional figures, letters or permission, or other essential material? If so, plan to start getting it early; often this filling-in-the-blanks process takes time.

3. Will you need research support for (e.g.) missing citations? Who is proofreading? Line up your own support staff, if you need it. Clear payment with the author as early as possible.

4. If there are sections still to come, set a *firm* deadline and do *not* allow your author to deviate from it, on pain of quitting. Better yet, write a definite deadline into your contract: "If the authors will submit a complete MS. by 31 May, I will engage to edit and produce a clean, publishable draft by 31 July". If it looks as though your author may not meet his deadlines, panic early, often and as loudly as possible.

5. Establish what the publisher wants in the way of clean copy, data disks, figurative material, etc., and get the publisher's style sheet. Do as much copy-editing as you can while you do the initial edit — you won't catch everything, but it will save time later. If you intend to submit data disks, make sure that your operating system is compatible with the publisher's, or determine if conversion is possible.

6. Outline your own responsibilities and plan out your time, as much as you can. Aside from straight editing (all forms) you may need time to supervise production of the clean copy, depending on the agreement reached in the author's conference and subsequent developments, and time for production work. Don't forget to allow time for collating the text.

Parts of the manuscript

1. Front matter: you will probably compose the table of contents, lists of illustrations, etc. Make sure that wording, capitalization and completeness agree with the headings or captions.

2. Text: check heading format against style sheet; keep an eye out for proper names (should be consistent), for abbreviations, technical terms, etc. ("haeme-" *vs* "heme" in hemoglobin) — these should follow the publishers style sheet.

3. Figures: determine what the publisher needs (e.g. 8 x 10 glossies) and label according to the publisher's instructions. If figures are missing, start to line them up early.

4. Tables: make sure that they have source citations, when necessary (these should also be in the bibliography or references), that the heading style is internally consistent and conforms to the style sheet. Keep an eye on size; tables may need photoreduction.

5. Footnotes/endnotes: decide on one style, preferably the publisher's, and stick to it like glue. If you must fill in the gaps in publication information, reference librarians are enormously helpful. (Be charming, and thank them nicely.) DOBIS and other library data bases, if you have access to them, save you a great deal of work.

6. End matter: appendices are really part of the text and should receive the same type of editing. Glossaries need to be carefully balanced; entries should be as clear as possible. (Check them with an intelligent reader who knows nothing of the field.) Index: technically the author's responsibility, and should be contracted for separately, even if you do it.

7. Letters of permission: if the author has quoted more than a few words from another source, has summarized an author's argument in detail or (especially) wants to borrow figurative or tabular material, *get permission*. The publisher will want the letter of permission along with the MS., not in six months' time, so start early. Copyright for books usually belongs to the book's author; the editors of a collaboration hold copyright for the work, and articles in periodicals usually "belong" to the periodical. See the *University of Chicago Style Manual* for a useful and thoughtful section on permissions.

Editing in galleys

All of us have encountered "the author who edits in galleys." Quite aside from financial considerations (thankfully, his problem, not yours) this process delays production, may generate fresh errors, and enrages the printer. Some authors (especially rich ones) are unfortunately unstoppable, though you may be able to limit the damage by re-editing the changes. Two suggestions for preventing, or at least reducing, the problem: (1) Make sure that the MS. is well and truly edited before it goes into production. The author may be so sick of his magnum opus by the time the galleys arrive that he never wants to see the *&%@#! again. (2) Allow him to edit a page, tot up the cost of the changes (I think it's $4.50 per comma), and present him with the bill. After you've scraped him off the ceiling, he may begin to see reason. And at least you'll have a little glow of righteousness when the printer calls, foaming at the mouth.

Controlling production

Producing a clean final copy of a large MS. is difficult, messy and painful, rather like childbirth. Your task is to make sure that the panic is controlled and productive.

Some hints:

1. Stay on good terms with your word processors. Give lots of encouragement and weigh in with your own help, if you can. Don't blame them if something goes wrong, even if it is their fault.

2. If the author shows signs of wanting major revisions at the last possible minute, sit on him.

3. Try to keep track of where each chapter is. Use lists or flow sheets if you can be absolutely dead certain that you will update them when chapters move from point A to point B. You may need to rely on your own memory.

4. Allow time for reproduction and collation, if these are necessary.

5. Try to keep the flow of material as smooth as possible. You may have to drop your own work to make sure that Betsy gets two more chapters instead of running out of work while Joanne is inundated.

6. Deal with questions as they arise; don't put things off.

7. Don't panic. You can't afford to.

No two editors approach their work in the same way, because no two editors have the same experience. You may have detected a certain obsession with figures, footnotes, and letters of permission in my discussion; this is because most of the MSS. I've edited have had major problems with these. (One of my worst MSS. was missing half its footnotes. By missing, I mean *missing*; neither the author nor I, back-researching in primary sources, ever managed to find them. Six months' work went down the drain.) Your work may have wholly different problems, which you will have to approach in your own way.

DÉCLIN/14

du personnel universitaire soient choses du passé.

*Cette comparaison est basée sur les salaires moyens versés aux professeurs de tous rangs, sauf ceux de médecine et d'art dentaire, sans tenir compte du fait qu'ils occupent ou non des tâches administratives.

sources: Les informations portant sur les subventions provinciales annuelles de fonctionnement ont été obtenues auprès des associations de professeurs et grâce à divers avis gouvernementaux.

Les données relatives aux dépenses de fonctionnement consacrées aux salaires des universitaires ont été obtenues de l'ACPAU: *Financial Statistics of Universities and Colleges*. 1981-1982 (rapport no 10) et 1985-1986 (rapport 3.2).

Les données relatives aux salaires moyens versés aux professeurs d'université ont été obtenues de Statistique Canada. Catalogue 81-258.

Traitements et échelles de traitement des enseignants à plein temps des universités canadiennes. 1981-82 et 1985-86.

IN/PRINTS

Books received by The Bulletin. Unless otherwise noted, information was supplied by the publisher. Some books may be reviewed later.

QUANTUM REALITY: Beyond the New Physics; by Nick Herbert; Doubleday Canada, Toronto; 1987. Now that quantum theory has firmly established itself as the basis of physics, what do we know about the nature of the world? Leading physicist Nick Herbert addresses the age-old and fascinating question — What is reality? — by first explaining and then utilizing all the discoveries and theories of modern physics, in particular the new and amazing Bell's Theorem. In a text accessible to laymen and physicists alike, Herbert lets us speculate with him on the nature of a world in which we know only the probabilities of things and in which particles and waves coexist but are incompatible. This brilliant book by the colleague of Fritjof Capra (*The Tao of Physics*) and Gary Zukav (*The Dancing Wu Li Masters*) opens up the subatomic, quantum world as never before. Nick Herbert, a consulting physicist, has published widely on quantum theory and given dozens of lectures on the nature of quantum reality to non-specialists.

CONCEPTIONS OF SPACE AND TIME: Sources, Evolution, Directions; by Murad D. Akhundov, translated by Charles Rougle; The MIT Press, Cambridge, Mass.; 1986. This work by a young Soviet philosopher of science, Murad Akhundov, combines a technical proficiency in science with a deep interest and understanding of the cultural and historical background of scientific concepts. He uses these disparate points of view and his broad knowledge of both Western and Soviet scholarship to shed new light on the classical problem of the sources, evolution, and current directions of human conceptions of space and time. Akhundov was educated in Moscow and is now on the staff of the Institute of Philosophy of the Soviet Academy of Sciences.

A BORDER DISPUTE: The Place of Logic in Psychology; by John Macnamara; The MIT Press, Cambridge, Mass.; 1986. *A Border Dispute* integrates the latest work in logic and semantics into a theory of language learning and presents six worked examples of how that theory revolutionizes cognitive psychology. John Macnamara is Professor of Psychology and Director of the Program in the History and Philosophy of Science, McGill University.

MINIMAL RATIONALITY; by Christopher Cherniak; The MIT Press, Cambridge, Mass.; 1986. In *Minimal Rationality*, Christopher Cherniak challenges the myth of Man the Rational Animal and the central role that the "perfectly rational agent" has had in philosophy, psychology, economics, and other cognitive sciences. His book presents a theory based on the limits to rationality that can play a similar generative role in the human sciences, and it seeks to determine the minimal rationality an actual agent must possess. Christopher Cherniak teaches in the Philosophy Department at the University of Maryland.

THE DISAPPEARANCE OF INTROSPECTION; by William Lyons; The MIT Press, Cambridge, Mass.; 1986. William Lyons presents an original thesis on introspection as self-interpretation in terms of a culturally influenced model. The thesis is developed against the background of a lucid, careful, and critical examination of the transformations that have occurred over the past century in the concepts and models of introspection in philosophy and psychology. Introspection is usually considered to be at the heart of consciousness and understanding, and it can lead to the very heart of the understanding of the nature of mind in general; to attempt an explanation of it is to reveal a great deal about one's view of the mental. For this reason, Lyon's review of the debates on introspection also points up fundamental attitudes and changes of mind *about* the mind. William Lyons is Professor of Philosophy and Chairman of the Department at Trinity College, Oublin.

THE POLITICAL FORMS OF MODERN SOCIETY: BUREAUCRACY, DEMOCRACY, TOTALITARIANISM; by Claude Lefort, edited and introduced by John B. Thompson; The MIT Press, Cambridge, Mass.; 1986. Claude Lefort is one of the leading social and political theorists in France today. This anthology of his most important work published over the last four decades makes his writing widely accessible to an English-speaking audience for the first time. *The Political Forms of Modern Society* is a major contribution to contemporary social and political theory. The volume includes a substantial introduction that describes the context of Lefort's central themes of his work. Claude Lefort teaches social and political theory at the Ecole des Hautes Etudes en Sciences Sociales, Paris. John B. Thompson is Lecturer in Sociology at the University of Cambridge.

FACT SHEETS, NAIROBI FORWARD-LOOKING STRATEGIES FOR THE ADVANCEMENT OF WOMEN: ISSUES AND THE CANADIAN SITUATION (50 pp.). An update of the briefing materials for the Canadian delegates and the first step in fulfilling the federal government's commitment to review and assess its own programs and policies in light of the strategies. Covers a broad range of issues. Order from: Fact Sheets, Status of Women Canada, 10th floor, 151 Sparks Street, Ottawa, Ontario, K1A 1C3.

FORWARD FROM NAIROBI: STRATEGIES FOR THE FUTURE, Marianne Haslegrave (12 pp.). How non-governmental organizations can be involved in implementing the Nairobi Forward-Looking Strategies for the Advancement of Women. Order from: Women Public Policy and Development Project of the Hubert H. Humphrey Institute for Public Affairs, University of Minnesota, 909 Social Sciences, 267 - 19th Avenue S., Minneapolis, Minnesota, 55455, U.S.A.

TESSERA publishes feminist literary criticism of Canada and Quebec, and appears annually as a special issue of an established magazine. Its purpose is to be a forum for dialogue between French and English women writers informed by a theoretical approach to language. Each issue contains feminist literary criticism, essays, letters, interviews and discussions, texts, fiction and poetry. Issues to date: Tessera I, in *Room of One's Own*, 8/4, 1984 (sold out); Tessera II, in *La nouvelle barre du jour*, 157, 1985 ($4.50); Tessera III, in *Canadian Fiction Magazine*, 1986 ($6.00); Tessera IV, in *CV II* (1987). *Tessera*, c/o Department of English, Simon Fraser University, Burnaby, British Columbia, V5A 1S6.

UM
THE UNIVERSITY OF MANITOBA

RESEARCH ASSOCIATE

The University of Manitoba anticipates research associate positions will be available in the following fields: molecular biology, molecular genetics, somatic cell genetics, cytogenetics, pulmonary biology, structure-function studies of the human gamma interferon, cardiac electrical and mechanical regulation, cell membrane abnormalities in genetic hypertension, excitation coupling in smooth muscles, electrophysiological and biochemical studies of myocardial ischemia, pediatric clinical neurophysiology, regulation of the immune response, structure-function relationships of Fc receptor for IgE; epitopes of common allergens, theoretical condensed matter physics, nuclear and intermediate energy physics, mass spectroscopy, condensed matter physics, theoretical condensed matter physics, cancer nursing research. Normally all positions require a Ph.D. and relevant experience. The University encourages both women and men to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and Permanent Residents. Closing date for applications is August 1, 1987. Applications, including curriculum vitae, bibliography and names of referees, should be sent to **Prof. R.A. Johnson, Associate Vice-President (Academic), The University of Manitoba, Winnipeg, Manitoba, R3T 2N2.**

Advertising and censure

CAUT will not carry advertisements from censured universities. CAUT refuses ads from such universities because the Council explicitly recommends that members not take positions at institutions which have been censured.

Positions available

Postes vacants

Publicité et Censure

L'ACPU refuse les annonces des universités frappées de la censure parce que le Conseil recommande explicitement aux membres de ne pas accepter de poste dans l'une de ces universités.

ACCOUNTING

UNIVERSITY OF WATERLOO, Business Administration, Accounting. Applications are invited for faculty positions from those with teaching and research interests in (i) financial accounting, (ii) finance, (iii) information systems, (iv) auditing. Ph.D. or equivalent. Salary will depend on qualifications. Appointments effective July 1, 1987 or by arrangement. Appointments available until positions filled. Send resumes to Dr. Jack R. Hanne, Director, School of Accountancy, University of Waterloo, Waterloo, Ontario, N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The availability of these positions is subject to budgetary approval. It is the intention of the University of Waterloo to fill its vacancies with recent Ph.D. graduates appointed as Assistant Professors wherever possible. Applications from women candidates are particularly welcome.

AGRICULTURAL ECONOMICS

MACDONALD COLLEGE OF McGILL UNIVERSITY. Agricultural Economics. Applications are invited for the position of Associate Professor. This tenure track position involves teaching in agribusiness and research in the candidate's field of interest. A PhD in Agricultural Economics or related discipline is required. The candidate must have strong training in economic theory and quantitative methods, proven research record and knowledge of the agri-food industry and Canadian agriculture. Preference will be given to bilingual candidates. Salary is competitive. Send applications with C.V. and names of three referees, before August 1, 1987 to: Kisan Gunava, Chairman, Department of Agricultural Economics, Macdonald College of McGill University, Ste. Anne de Bellvue, Quebec, H9X 1C0, Telephone: (514) 457-2009 Extn. 391. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and landed immigrants. This position is subject to budgetary approval and may be filled at the Assistant Professor level.

ANATOMY

UNIVERSITY OF SASKATCHEWAN Department of Anatomy. The Department of Anatomy, University of Saskatchewan, College of Medicine, invites applications for tenure-track position at the Assistant Professor level. Applicants should have experience in teaching developmental biology to medical and science students as well as histology and possibly neuroanatomy and/or gross anatomy. Background in molecular biology is desirable. Applicants should have proven research background and a strong research program. Application, including curriculum vitae, names of three referees and an outline of proposed research should be submitted to Dr. G.O. Burkholder, Department of Anatomy, College of Medicine, University of Saskatchewan, Saskatoon, Saskatchewan, Canada, S7N 0W0. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

ARCHITECTURE

TECHNICAL UNIVERSITY OF NOVA SCOTIA. Faculty of Architecture. Applications are invited for a full time tenure-track faculty position at the assistant or associate professor level available now. The Faculty regards the university as an institution with broad social and educational duties where members are privileged and responsible with much freedom of action and initiative in the practice of their duties in teaching, research, and the general advancement of the university. The program of the School of Architecture which leads to a professional Master's Degree is organized in terms of four major areas: Design, Humanities, Technology, and Professional Practice. Experience and interest in the area of Design and capability to teach at Master's Level are required. While the appointment has specific duties and terms associated with it, the Faculty welcomes fresh ideas from applicants as to their terms of reference and appointment. Salary and rank are dependent upon qualifications and experience. Applications should be sent to: Dr. E. Banlassad, Dean, Faculty of Architecture, Technical University of Nova Scotia, P.O. Box 1000, Halifax, Nova Scotia, Canada, B3J 2X4. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada.

BIOCHEMISTRY

WINNIPEG Rh INSTITUTE. Biochemistry. Applicants are invited to apply for the position of Research Associate with the Winnipeg Rh Institute. Applicants should possess a Ph.D. in biochemistry or a related field and be able to undertake self-motivated research in the areas of biochemistry and biology of blood coagulation factors. The position is a one year renewable term position with the possibility that the position may become permanent. The salary range is $26,000 - $29,000. Applicants should submit curriculum vitae containing relevant experience and a list of 3 references to: R.G. Janzen, Ph.D., Winnipeg Rh Institute, University of Manitoba, Winnipeg, Manitoba, R3T 2N2.

BIOLOGY
BIOLOGIE

UNIVERSITY OF WATERLOO. Fisheries Biologist. The Department of Biology at the University of Waterloo (UW), in association with the Department of Biology, Addis Ababa University (AAU), is seeking an experienced fisheries biologist to supervise aspects of a fisheries training program in Ethiopia. Duties include the supervision of M.Sc students and consultation with Ph.D students in Ethiopia, a gradual elevel course in fisheries biology, and general liaison between UW and AAU. Candidates should possess a doctoral degree in fisheries biology and preferably have had experience in the supervision of graduate students. Appointment is effective 1 September 1987 through March 1989 but shorter-duration appointments (not less than 6 months) will be considered. The successful candidate will receive a limited professional appointment at UW. Travel costs to and from Addis Ababa, local housing, transport and some research support are supplied. Applications, with the names of 3 referees, to Dr. R.G.H. Downer, Chairman, Department of Biology, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. Closing date: 30 June 1987. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITE DE MONTREAL. Professeur à plein temps. Le Département de sciences biologiques (laboratoires du Jardin botanique) cherche un professeur en physiologie végétale. Fonctions: Enseignement de la physiologie végétale au premier cycle; responsabilité des programmes de maîtrise et de doctorat en biotechnologie végétale; recherche en biotechnologie végétale au sein d'une équipe multidisciplinaire. Exigences: Ph.D. ou l'équivalent; maîtrise du français écrit et parlé, tous les domaines de la physiologie végétale seront considérés, cependant, une préférence sera accordée au chercheur d'expérience oeuvrant au niveau cellulaire ou moléculaire. Traitement: Selon la convention collective. Entrée en fonction: 1er août 1987. Date limite de réception des candidatures: le 15 juillet 1987. Les candidats doivent acheminer leur curriculum vitae, une copie de leurs publications et trois lettres de référence à: Monsieur Roch Carbonneau, Directeur, Département de sciences biologiques, Université de Montréal, C.P. 6128, succursale A, Montréal (Québec) H3C 3J7. Conformément aux exigences prescrites en matière d'immigration au Canada, cet avis de concours s'adresse aux citoyens canadiens et aux résidents permanents.

CONCORDIA UNIVERSITY. Biology. The Department of Biology, Concordia University, plans to nominate one or two NSERC University Research Fellows to begin July 1, 1988 and invites applications from qualified candidates in any area of cell and molecular biology, microbial physiology, biochemistry or genetics. Excellent candidates in other areas will be considered. NSERC University Research Fellows must be Canadian citizens or landed immigrants. Applications consisting of a curriculum vitae, list of publications, summary of research interests, detailed research proposal, and the names and addresses of three referees should be sent before August 15, 1987 to: Dr. S.J. Maly, Chairman, Department of Biology, Concordia University, 1455 de Maisonneuve Blvd., West, Montreal, Quebec, Canada, H3G 1M8.

OTTAWA-CARLETON CENTRE FOR GRADUATE STUDIES AND RESEARCH IN BIOLOGY. Postdoctoral Fellowship in Plant Insect Relationships. A 2 year position is available from July 31, 1987 to study the role of phenolics in the resistance of maize grain to stored products insects. The project is a collaborative research effort with the International Centre for Wheat and Maize Improvement (CIMMYT). The research involves phytochemical and ultrastructural studies of grain and insect behavioural and developmental studies. Send letter of application and curriculum vitae to Dr. J.T. Arnason, Biology Department, University of Ottawa, Ottawa, Ontario, K1N 6N5. Closing date June 30, 1987.

BIOSTATISTICS

CLINICAL TRIALS GROUP, NATIONAL CANCER INSTITUTE OF CANADA. Ph.D. Biostatistician - senior position. Relevant experience in cancer cooperative trials essential. Academic appointment available. Candidates of both sexes equally encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Deadline: July 31, 1987. Resume and three letters of reference to: Dr. J. Pater, NCIC Clinical Trials Group, Queen's University, 82-84 Barrie St., Kingston, Ontario, K7L 3N6, Canada.

BOTANY

UNIVERSITY OF TORONTO. Botany/Environmental Studies. The Botany Department and the Institute for Environmental Studies, University of Toronto, are seeking candidates for faculty position(s) at the Assistant Professor level under the NSERC University Research Fellowship programme. Applications are invited from suitably qualified candidates in all areas of plant sciences; particularly in plant ecology (including microbial ecology/environmental toxicology). Salary will be at the Assistant Professor level and commensurate with experience. The successful candidate(s) will be expected to conduct independent research programmes, collaborate with other faculty in the Department in the development of active research groups, and teach in their area of expertise. The successful applicants' appointments would start as soon as possible after April 1, 1988. Send CV and three letters of reference to: Dr. J.A. Hellebust, Chairman, Department of Botany, University of Toronto, Toronto, Ontario, M5S 1A1. Closing date for receipt of applications is August 1, 1987. The University of Toronto encourages both women and men to apply for this position. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF TORONTO. Microbiology/Virology. A postdoctoral position is available immediately for 2 (two) years ($22,000 pa) to participate in the ongoing project in cloning of plant RNA viruses for the purpose of developing Biotinlabelled hybridization probes to detect early viral infection in potato seeds. Experience in cloning and/or Virology would be an asset. These is opportunity to participate in teaching a Virology course (supplementary income). Send curriculum vitae, and arrange for 3 letters of reference, to: Dr. M.G. Abouhaidar, Department of Botany, University of Toronto, 6 Queen's Park Crescent, Toronto, Ontario, Canada, M5S 1A1, (Phone: (416) 978-3545). The University of Toronto encourages women as well as men to apply for this position.

UNIVERSITY OF GUELPH. Department of Botany, Plant Ecology Position. The Department of Botany, University of Guelph, has a tenure-track position available at the Assistant Professor level. This newly-expanding department has a strong commitment to excellence in research and teaching, and wishes to hire a person capable of complementing existing strengths in plant physiology, ecology and morphology. The appointee will be expected to develop an active research program and to contribute to our graduate training programs in ecology. Preference may be given to applicants in physiological ecology, although all aspects of plant ecology will be considered. The appointee must be able to teach the broader aspects of plant biology at the undergraduate level. Candidates must have a Ph.D. and postdoctoral research experience. Send letters of application, curriculum vitae, proposed research interests and the names of three referees to: Dr. J.D. Bewley, Chairman, Department of Botany, University of Guelph, Guelph, Ontario, Canada, N1G 2W1. Subject to final budgetary approval.

BUSINESS

THE UNIVERSITY OF ALBERTA Faculty of Business. Applications are invited for full-time tenure-track faculty positions from those with teaching and research interests in Accounting, Management Information Systems, Finance, Marketing, Managerial Economics, Public Sector Management, Business Policy, and Human Resources Management/Industrial Relations. Ph.D or equivalent required or candidate should be at the completion stage of degree. Salary and rank depend on qualifications. Market supplements ensure that competitive offers are negotiable. Appointments normally effective July 1st. Positions subject to availability of funding. Send resume to Dr. R.S. Smith, Dean, Faculty of Business, The University of Alberta, Edmonton, Alberta, Canada, T6G 2R6. The University of Alberta is an equal opportunity employer.

DALHOUSIE UNIVERSITY. Applications are invited for one year Visiting appointments for 1987-8 academic year. One position in International Business (International Business Policy, International Finance, and/or International Banking). One position in Management Science (Managerial Statistics and at least one of Stochastic Optimization, or Computer Applications, or Management Information Systems). Candidates should have Ph.D. (ABD considered or equivalent), teaching of relevant managerial experience, and demonstrable research interests. Dalhousie University has a policy of affirmative action in hiring qualified women staff. Deadline for applications: July 6, 1987. Send application with current curriculum vitae and names of three references to: Dr. R.G. Story, Director, School of Business Administration, Dalhousie University, Halifax, N.S. B3H 1Z5.

CHEMISTRY

UNIVERSITY OF TORONTO. Department of Chemistry. Postdoctoral Research Positions. Applications are invited from qualified candidates for one year appointments as Postdoctoral Research Fellows in any area of chemistry. Stipends will be at NSERC rates and will be determined by qualifications and experience. Please send curriculum vitae, transcripts and letters from three referees to the undersigned, from whom further particulars may be obtained. Professor S.G. Whittington, Chairman, Department of Chemistry, University of Toronto, Toronto, Ontario, Canada M5S 1A1.

COMPUTER SCIENCE

UNIVERSITY OF WATERLOO. Computer Science Department. The University of Waterloo invites applications for faculty position at the A.Ph.D. in Computer Science is required, with evidence of outstanding research accomplishment or potential. Areas will be considered. Salary according to experience. Applications from women candidates are particularly welcome. Applications should include a curriculum vitae and the names of three references and should be directed to F.W. Tompa, Chairman, Recruiting Committee, Department of Computer Science, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

CROP SCIENCE

UNIVERSITY OF SASKATCHEWAN. Weed Scientist. University of Saskatchewan, Department of Crop Science & Plant Ecology invites applications for a tenure track position. Duties: To teach weed science at the diploma, degree (BSA) and postgraduate level. To supervise graduate students in weed science. To conduct research in weed science and to participate in extension activities related to weed science and crop production. Qualifications: Ph.D in weed science. Teaching experience and familiarity with prairie agriculture desirable. Eligible for membership in Saskatchewan Institute of Agrologists. Salary: This is a tenure track position and will be filled in the assistant professor range ($30,711 - $43,996). The position is subject to budget availability. Applications including curriculum vitae, names of three referees and official transcripts of all university courses should be sent to: Dr. B.J. Harvey, Head, Department of Crop Science & Plant Ecology, University of Saskatchewan, Saskatoon, Sask., Canada, S7N 0W0. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

DENTISTRY

DALHOUSIE UNIVERSITY. Department of Restorative Dentistry. Applications are invited for a full time faculty position in General Dentistry, effective 1 September 1987. Applicants will have advanced education in General Dentistry, demonstrable professional development, have the proven ability to administer a general practice and to teach at the undergraduate level and must be eligible for licensure in Nova Scotia. Faculty members are expected to be active in research, continuing education and will have private practice privileges. Dalhousie University has a policy of affirmative action in hiring qualified women academic staff. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Salary commensurate with experience and qualifications. Curriculum vitae and references should be submitted to: Dr. W.A. Macintosh, Head, Division of General Dentistry, Department of Restorative Dentistry, Dalhousie University, Halifax, Nova Scotia, B3H 3J5.

THE UNIVERSITY OF ALBERTA. Faculty of Dentistry. Applications are invited for a full time tenure-stream academic position in the Division of Oral and Maxillofacial Surgery, Department of Stomatology and the University of Alberta Hospitals. The position will be effective as of July 1, 1987. General activities include research and teaching undergraduate students and General Practice residents. Applicant should have graduate training in Oral and Maxillofacial Surgery from an accredited program and should be eligible for licensure in dentistry in the province. Rank and salary are commensurate with education and experience of an Assistant Professor ($31,612 - $45,340), or Associate Professor ($39,620 - $57,236) in tenured private practice facilities are available. The University of Alberta is an equal opportunity employer but in accordance with the Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Send application including a curriculum vitae and the names of three referees by no later than June 30, 1987, to: Dr. C.G. Baker, Chairman, Department of Stomatology, University of Alberta, Edmonton, Alberta, T6G 2N8.

DESIGN

CONCORDIA UNIVERSITY Department of Design. The Department of Design of the Faculty of Fine Arts, Concordia University, announces a one-year sabbatical leave replacement position in the graphic design option of the Design Major. Duties include full-time teaching responsibilities within our Undergraduate Major and contribution to the ongoing administrative activities of the Department of Design, the Faculty and the University. The candidate should preferably have the following qualifications: a) a Masters degree or equivalent; b) teaching experience within the graphic design discipline; c) proven professional standards within the graphic design community; d) knowledge of French will be considered an asset. The candidate will be expected to demonstrate a broad educational approach in the field of design as well as knowledge of multimedia systems. The department is looking for a creative educator-designer interested in innovative approaches in design studies, visual communication in particular. Salary and rank will be commensurate with qualifications and experience. In accordance with

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Canadian Immigration requirements. This advertisement is directed to Canadian citizens and permanent residents. Vitae and enquiries should be addressed to: Chair, Department of Physics, VA-262, Concordia University, 1395 Dorchester Street West, Montreal, Quebec, H3G 2M5, by July 31, 1987.

DRAMA

UNIVERSITY OF SASKATCHEWAN. Drama. Applications are invited for a tenure-track position in Drama at the Lecturer or Assistant Professor level, effective July 1, 1987, and subject to budgetary confirmation. Qualifications should include professional and university training, as well as teaching and/or professional theatre experience. The successful applicant will teach acting, lead directing and theatre history as required. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Inquiries with curriculum vitae and the names of three referees should be addressed to Dr. R. Mavor, Head, Department of Drama, University of Saskatchewan, Saskatoon, Sk., S7N 0W0.

ECONOMICS

McMASTER UNIVERSITY. Clinical Epidemiology & Biostatistics. Position Description: The Department of Clinical Epidemiology and Biostatistics has a vacancy for a health economist at the junior assistant professor level (Qualifications: Ph.D. in Economics; strong applied econometric skills with applications to health economics, experience using econometric tools of analysis; background in public finance and industrial organization strongly preferred. Interest in health care delivery issues and in assessing the effects of payment systems, commitment to engaging in multi-disciplinary research; strong skills in economic evaluation; interpersonal skills and experience working with health professionals. Duties: Teaching responsibilities in undergraduate, graduate, post-professional education programs in the Faculty of Health Sciences, including graduate supervision; teaching responsibilities at the undergraduate and graduate levels in the Department of Economics, including graduate supervision; consultations with health professionals, administrators, and other health service researchers in the McMaster region under the auspices of the Regional Service and Intra-Faculty Service Programs operated by the Department of Clinical Epidemiology and Biostatistics; participation in collaborative research with other members of the Department and Faculty; generation and conduct of original research in the field of health economics; normal administrative duties commensurate with rank. The effective date of the appointment would be no sooner than July 1, 1987 and salary will be commensurate with qualifications and experience. The closing date for applications is June 30th, 1987. In accordance with Canadian immigration requirements, notice of this vacancy is directed to Canadian citizens and permanent residents. Please send letters of application and curriculum vitae to: Dr. Peter Tugwell, Chairman, Department of Clinical Epidemiology and Biostatistics, McMaster University, 1200 Main Street West, Hamilton, Ontario, L8N 3Z5.

EDUCATION

SIMON FRASER UNIVERSITY. Faculty of Education. Assistant or possibly Associate Professor (tenure track)in computing and education. Requirements include Doctoral in studies pertinent to the role of computers in instruction, education and society; the range and variety of computer applications in education and the interface of computer technology and social change. The candidate's prior experience should demonstrate the capacity to conduct theoretical and applied research, and should demonstrate quality as a teacher. Duties include course development and teaching in programs spanning preservice and inservice, scholarship in a cognate field (e.g., computer technology and human systems, cognitive science, math education, education, artificial intelligence) is highly desirable. Supervision of graduate students at Masters and Ph.D. level; development of a long-term program of funded research. Could include involvement in a Learning Resources Laboratory with a fully developed computer technology. The appointment will be effective September 1, 1988, or earlier, contingent upon funding. Preference will be given to applicants eligible for employment in Canada at the time of application. Letters of application, together with curriculum vitae and the names of three referees, should be sent to Dr. Jaap Tuinman, Dean of Education, Simon Fraser University, Burnaby, B.C., V5A 1S6. Applications will be received until July 30, 1987.

THE ONTARIO INSTITUTE FOR STUDIES IN EDUCATION. Trent Valley Centre. Applications are invited for a tenure-track faculty position at the Trent Valley Centre, Peterborough, Ontario at a level to be determined by qualifications and experience. The Trent Valley Centre provides a broad range of service to teachers and administrators in east-central Ontario, including M.Ed. courses, practice oriented research and collaborative school improvement activities. Minimum requirements include an earned doctorate with a demonstrated ability to improve educational practice. Applicants should have proven research skills, the ability to integrate theory with practice, and the capacity to relate to clients in the field. A record of publication in academic and practitioner journals on themes related to planned change and program implementation is highly desirable. It is anticipated that the successful applicant will have a particular interest in working with school principals. In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. The position is available July 1, 1988, or possibly earlier, and applications, including an up-to-date curriculum vitae and names of three or more referees, are to be submitted by October 1, 1987 to: Assistant Director, Field Services and Research, The Ontario Institute for Studies in Education, 252 Bloor Street West, Toronto, Ontario, M5S 1V6.

LAKEHEAD UNIVERSITY. Faculty of Education. The Faculty of Education invites applications for a tenure track appointment effective July 1, 1987 in Educational Psychology with an emphasis on child development and learning. Candidates should hold a doctorate in an appropriate academic area with a particular focus on elementary education. Candidates must hold a teaching certificate, have relevant teaching experience, and provide a record of research and scholarly activity. Duties will include an appropriate combination of undergraduate and graduate teaching/student supervision, and research and scholarship. Some off-campus teaching may be required. Experience in distance education delivery would be an asset. Rank and salary will commensurate with qualifications and experience. Send full curriculum vitae and names of three referees to: Dr. R.W. McLeod, Dean of Education, Lakehead University, 955 Oliver Road, Thunder Bay, Ontario, P7B 5E1. In accordance with Canadian immigration regulations, applications from Canadian citizens and landed immigrants will be given preference. These appointments are subject to final budgetary approval. Lakehead University is an equal opportunity employer.

EDUCATIONAL ADMINISTRATION

UNIVERSITY OF ALBERTA. Educational Administration. The Department of Educational Administration at the University of Alberta invites applications for a tenure track position at the Assistant Professor rank. Salary range is $31,162 to $45,340 and is dependent upon the level of the appointment. Appointment for September 1, 1987. Applicants will be expected to demonstrate exceptional scholarly promise. Consideration will be given to applicants who possess a strong interest in advancing theoretical developments in Educational Administration. Preference will be given to those who can present a well-planned research program, interest in research publication, and otherwise demonstrate knowledge of research design and procedures. The applicant's preparation should provide evidence of sufficient breadth and depth to demonstrate suitability for teaching in at least two of the specialized areas in Educational Administration. Applicants will forward the following materials: 1. A letter of application. 2. A brief statement of how the applicant meets the above criteria. 3. A transcript of courses in the applicant's graduate programs. 4. A copy of the title page and the abstract of the applicant's Ph.D. dissertation. 5. A recent curriculum vitae. 6. Copies of published articles and other relevant documents. 7. Names and current addresses of three referees. These materials should be directed to Dr. C.S. Bumbarger, Chairman, Department of Educational Administration, University of Alberta, Edmonton, Alberta, T6G 2G5. The closing date is July 15, 1987; all documentary material must have been received by that date. The University of Alberta is an equal opportunity employer, but in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

ENGINEERING

McMASTER UNIVERSITY. Department of Mechanical Engineering. Applications are invited for a tenure track faculty position at the Assistant Professor level in the area of mechanical design commencing July 1, 1987. The department has strengths in the areas of thermofluid sciences, solid mechanics and manufacturing and wishes to complement its existing strength in the design area. Applicants should have graduated from a Ph.D. degree holders with expertise and interests in optimization, reliability theory, artificial intelligence, expert systems or any other field of mechanical design. The successful applicant will be expected to develop a strong externally funded research program and to teach undergraduate courses at the undergraduate, graduate and professional levels. Applicants for this position should send a copy of their current curriculum vitae and the names, addresses and telephone numbers of at least three references to: Dr. O.S. Weaver, Chairman, Department of Mechanical Engineering, McMaster University, 1280 Main Street West, Hamilton, Ontario, L8S 4L7. Phone (416) 525-9140, Ext. 4310. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

McGILL UNIVERSITY. Electrical Engineering. Temporary academic positions at McGill University include tenure teaching and research positions are available in the Department of Electrical Engineering. Posts at the level of Visiting Associate Professor or Research Associate will be available, for a term not to exceed two years, in the areas of control systems, communications, computer-aided design (including VLSI design), and solid state engineering. Qualifications include a research record and standing in the field appropriate to the position, and a doctorate or its equivalent. Salaries are equivalent to those of permanent staff, and are determined in accordance with McGill University scales. The effective date of appointment is negotiable. Enquiries should be sent to Dr. P.P. Silvester, Chairman, Department of Electrical Engineering, McGill University, 3480 University Street, Montreal, H3A 2A7. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

McGILL UNIVERSITY. Chemical Engineer. For process design and development of applications of impinging jet technology, computer simulation and experimental methods for impingement processes. Candidates must have relevant training. Salary $26,000 plus fringe benefits. Position available from July 1987 with initial appointment for 3 years. Applicants send resume to Dr. W.J.M. Douglas, Chairman, Chemical Dept., McGill University, 3480 University St., Montreal, H3A 2A7. In accordance with immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

THE UNIVERSITY OF AUCKLAND, NEW ZEALAND. The University Council invites applications for a Lectureship in the Department of Chemical & Materials Engineering leading to tenure. The Department of Chemical and Materials Engineering at the University of Auckland invites applications for a Lectureship in Chemical and Materials Engineering and/or Science. Currently the Department provides the Materials teaching for the Bachelor of Engineering as well as offering a Bachelor's Degree in Chemical and Materials Engineering, and in Metallurgical and Materials Engineering. The successful appointee will be required to teach within the Department, but preference will be given to candidates with teaching and research experience in non-metallic materials. Currently the Department has staff members with research interests encompassing fracture mechanics, failure analysis, solidification, welding, corrosion, process and extractive metallurgy. Applicants will possess a first degree in Material Science and Engineering or a related field, an established interest in these areas research and should be capable of teaching in an appropriate area of metallurgical or materials engineering, with a special emphasis in composite materials (e.g. polymers and/or ceramics), and would be expected to establish a strong research programme leading to a developing scholarly will be within the range NZ$30,500 - $35,000 per annum. Conditions of Appointment and Method of Application are available from the Association Registrar (Academic Appointments), University of Auckland, Private Bag, Auckland, New Zealand. Applications will be interviewed with the Method of Application, should be forwarded as soon as possible but no later than the closing date 30 June 1987.

UNIVERSITY OF WATERLOO. Department of Electrical Engineering. The Department of Electrical Engineering at the University of Waterloo is seeking candidates for appointment to tenure track faculty positions Applications are invited in all areas of electrical engineering but preference will be given to persons specializing in the areas: circuits and systems, communications, control systems/robotics, microwave integrated circuits, energy systems, and VLSI design. The level of the appointments will depend on the qualifications with the qualifications of the candidate. The candidate must have a doctoral degree and a strong commitment to research and teaching. The University of Waterloo has a policy of preferring recent Ph.D.'s for appointment to tenure track positions. Applications for Assistant or Associate Professor. Candidates should send their resumé to: Dr Ian F. Blake, Chairman, Faculty Search Committee, Department of Electrical Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications from women candidates are particularly welcome.

UNIVERSITY OF ALBERTA. Electrical Engineering. The department of electrical engineering at the University of Alberta invites applications for a two year research position as Research Associate in the field of high temperature dioxide lasers. The position is initially for a period of two years but is likely to continue subject to the availability of funding. The applicant must have a Ph.D. in laser physics and hi-level two years of post doctoral experience in the above area and must be fully conversant with the current research and applications within the following areas: 1. High power P.J.E. CW Carbon dioxide lasers (at the multikilowatt level) and pulsed discharge stabilization techniques for high power laser discharges; 3. Knowledge of high power optical components; and should possess a considerable experience in designing multiple pass optical systems using diamond machined optical components; 4. Experience in pulsed ionization techniques using hydrogen thyratrons for large volume gas discharges; Familiarity with pre-ionizer electrode dynamics, mass-spectrometry of laser gas mixtures, knowledge of electron density and electron temperature measurements for laser discharges and experience in high vacuum technology would be an additional asset for consideration. Interested applicants should submit a curriculum vitae and addresses of three referees to Dr. H.J.J. Seguin, Professor, Department of Engineering, Department of Electrical Engineering, University of Alberta, Edmonton, Alberta, Canada T6G 2G7. Closing date for receipt of application is July 15, 1987. Salary range is negotiable depending on qualifications. The University of Alberta is an equal opportunity employer but in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

ENGLISH

ACADIA UNIVERSITY. Department of English. Applications are being accepted for a nine-month sessional appointment for the 1987-88 academic year. The position is possibly renewable and possibly tenure track. Applications are invited from all areas except Renaissance (including Shakespeare) and Victorian. Preference may be given to specialists in Canadian Literature. Teaching duties will involve two first-year courses and one upper-level course. For this position the Ph.D. is required. Salary will be determined by qualifications and experience. Effective date of appointment is September 1, 1987. Competition will close on June 30. Applications, including a curriculum vitae and three letters of recommendation, should be sent to Dr. Graham C. Adams, Department of English, Acadia University, Wolfville, Nova Scotia, B0P 1X0. In accordance with Canadian immigration requirements, this advertisement is directed to the first allegiance to Canadian citizens and permanent residents. Acadia University is an equal opportunity employer.

FORESTRY

LAKEHEAD UNIVERSITY. School of Forestry. Applications are invited for a probationary (tenure track) appointment in forest management. The successful candidate will be expected to develop a strong teaching program at the undergraduate level and graduate levels along with a program of applied research. Applicants should hold a Ph.D. preferably in forest entomology. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please submit a curriculum vitae and the names and addresses of three references to: Professor F. McIntosh, Acting Dean of Professional Schools and Programs, Lakehead University, 955 Oliver Road, Thunder Bay, Ontario, P7B 5E1. Lakehead University is an equal opportunity employer.

GEOGRAPHY

WILFRID LAURIER UNIVERSITY. Geography. Beginning Fall, 1987; Ph.D. required. Main research and teaching record in Urban/Environmental Geography. Although we are prepared to entertain applications from individuals with established interests anywhere in this area, present faculty strengths mean that we are particularly interested in those concerned with social and behavioural approaches and policy applications. The appointee will be expected to contribute to the graduate program and undertake research. We will be developing the undergraduate program. Rank and salary commensurate with experience. Application, Curriculum Vitae, and names and addresses of three referees should be sent to Dr. J. Hall, Chairman, Department of Geography, Wilfrid Laurier University, Waterloo, Ontario, Canada N2L 3C5. Canadian immigration policy requires that, initially, only Canadians or Landed Immigrants to Canada need apply for this position.

UNIVERSITY OF WATERLOO. Department of Geography. Applications are being accepted for a position of Assistant Professor, for a two year definite term. The position is for an individual with interests in urban development and urban geography. Specialization in the urban field is desired, and the ability to offer a variety of undergraduate courses would be an asset. A Ph.D. and demonstrated research orientation are required. The Department of Geography is part of the Faculty of Environmental Studies which includes a School of Architecture, a Department of Environment, Resource Studies and a School of Urban and Regional Planning. There are 22 full-time members in the Geography Department. Honours and graduate degree programs, as well as a co-op option are offered. At the graduate level the Department offers both the M.A. and Ph.D. Please send, by September 30, 1987 a Curriculum Vitae, the names of three referees to: Professor B. Mitchell, Chairman, Search Committee, Department of Geography, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. The appointment will begin January 1, 1988, or as soon as possible thereafter. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications from women candidates are particularly welcome.

GEOLOGY

LAURENTIAN UNIVERSITY. Sebbatical Leave Replacement in Paleontology 1987-88. The candidate will be expected to teach in fifth year courses in paleobiology and senior course in paleoecology and evolution for a total of two full courses. The one-year sessional appointment is at the Assistant Professor level (minimum salary $31,800); the applicant should have a Ph.D. and interests in research and supervision of graduate students (M.Sc.). Laurentian University is located about 70 km from Manitoulin Island, on the northeastern margins of the Michigan Basin, well known for its richly fossiliferous carbonate succession of Middle Ordovician to Middle Silurian age, and famous for its Early and Middle Devonian reefs. Large collections of invertebrate macrofossils from Manitoulin, Anticosti Island and other classic sequences are available. In addition, Sudbury is nearby Paleozoic inliers at Lake Temiskaming. Laurentian is an equal opportunity employer. Applications, with curriculum vitae to: Chairman, Department of Applied Geology, Laurentian University, Sudbury, Ontario, P3E 2C6, Canada

HEALTH ADMINISTRATION

UNIVERSITY OF TORONTO. Faculty of Medicine. (1) University Department: Health Administration. (2) University Title: Professor and Chairman. (3) Qualifications required: Ph.D. or equivalent and qualified for the rank of Professor; a demonstrated record of professional activities, research and scholarship which establishes preeminence at the national/international level, and the ability to provide administrative skills for the management of an active academic department. (4) Nature of Duties: To provide academic leadership in research and teaching; responsibility for overall departmental administration. (5) Salary: Negotiable. (6) Person to whom enquiries should be sent: Dr. E.M. Sellers, Chairman, Health Administration Search Committee, Faculty of Medicine, University of Toronto, 1 King's College Circle, Toronto, Ontario, M5S 1A8. The University of Toronto encourages both men and women to apply for positions. (7) Effective Date of Appointment: July 1, 1987. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

HUMAN BIOLOGY

UNIVERSITY OF GUELPH. Faculty Position - School of Human Biology. The School of Human Biology at the University of Guelph invites applications for a tenure track position in the Assistant Professor level. The person we are seeking is a Ph.D. or equivalent with an active research programme in Biophysics and/or Biomechanics. The successful candidate's responsibilities will include teaching of Undergraduate and Graduate Courses in Human Biophysics, supervision of Graduate Students and pursuance of an independent research programme. The School of Human Biology is in a phase of growth and innovative development. The School's strengths group themselves into the two general areas of (1) Human Adaptive Physiology and Structure-Function Relationships and (2) Human Evolutionary Biology, Paleontology and Morphology. Specific current research interests include Neurophysiology of Motor Control, Muscle Metabolism, Cardiovascular and Pulmonary Physiology, Quantitative Biomechanics, Ergonomics, Physical Anthropology, Morphology, Human and Primate Evolution, Biological Basis of Behaviour. Applications for this position (which is subject to budgetary approval) should include a curriculum vitae and names of 3 referees. Applications which will be accepted until 1st September 1987 or until the position is filled, should be sent to: Dr. Ron R. Bedford, MD FCCMG, Professor and Director, School of Human Biology, University of Guelph, Guelph, Ontario, N1G 2W1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

HUMAN DEVELOPMENT

CONCORDIA UNIVERSITY. Postdoctoral Fellowship. The Centre for Research in Human Development, at Concordia University announces the availability of one post-doctoral fellowship, starting September 1, 1987, with possibility of second year renewal. Candidates whose research relates to normal or atypical processes of development in childhood, adolescence or aging are encouraged to apply. For details write to: Dr. Lisa Serbin, Director for Research Development, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, H3G 1M8.

MATHEMATICS

UNIVERSITY OF ALBERTA. Mathematics. The Department of Mathematics at the University of Alberta wishes to sponsor a Canadian candidate for the National Sciences and Engineering Research Council of Canada (NSERC) 1987-88 University Research Fellowship Competition. These Fellowships are five year research positions (with a review in the third year) in the nature of research assistant professorships, with a carry-forward load of at most one course throughout the academic year. Applicants should have a strong mathematical research ability beyond their doctoral thesis. They should be Canadian citizens or permanent residents of Canada. Interested candidates should send their curricula vitae to: Professor H.I. Freedman, Acting Chairman, Department of Mathematics, University of Alberta, 632 Central Academic Building, Edmonton, Alberta, T6G 2G1. They should arrange for at least two letters of reference to be sent directly to the same address. All documentation should reach the Department by September 15, 1987. The Department will also be making applications to NSERC early in October 1987. NSERC will announce its decision in March 1988. Please refer to this competition when responding to this advertisement. The University of Alberta is an equal opportunity employer.

UNIVERSITY OF WATERLOO. Appfied Mathematics. The Department of Applied Mathematics at the University of Waterloo wishes to sponsor Canadian candidates for the NSERC 1987-88 University Research Fellowship Competition. These fellowships are 5-year research positions (with a review in the third year) in the nature of research assistant professorships, with a carry-forward load of at most one course throughout the academic year. Applicants should have a strong mathematical research ability beyond their doctoral thesis. They should be Canadian citizens or permanent residents of Canada. Interested candidates should send their curricula vitae to: Professor H.I. Freedman, Acting Chairman, Department of Mathematics, University of Alberta, 632 Central Academic Building, Edmonton, Alberta, T6G 2G1. They should arrange for at least two letters of reference to be sent directly to the same address. All documentation should reach the Department by September 15, 1987. The Department will also be making applications to NSERC early in October 1987. NSERC will announce its decision in March 1988. Please refer to this competition when responding to this advertisement. The University of Alberta is an equal opportunity employer.

UNIVERSITY OF MANITOBA. Molecular Biology. Hormones and Growth Factors. Individuals with a strong background in molecular biology and a Ph.D. or M.D. degree are invited to apply for Post Doctoral Fellow and/or Research Associate position to investigate molecular endocrinology laboratory. Project will include the study of the structure, function and regulation of newly discovered members of the proteolytic family of enzymes and pituitary growth factors. Applicants should send curriculum vitae, a brief description of their research interest, and three letters of reference to Dr. Henry G. Friesen, Department of Physiology, University of Manitoba, 770 Bannatyne Avenue, Winnipeg, Manitoba, R3E 0W3. Both men and women are encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

NATIONAL CANCER INSTITUTE OF CANADA CLINICAL TRIALS GROUP. Associate Director. M.D. or Ph.D. with experience in development and administration of multicentre cooperative cancer clinical trials. Academic appointment and opportunity to pursue personal research interests available. Candidates of both sexes are equally encouraged to apply. In accordance with Canadian immigration requirements, this

MEDICINE

UNIVERSITY OF ALBERTA. Academic Pathologist. Applications are invited for three faculty positions at the Assistant or Associate Professor level in the Department of Pathology, Faculty of Medicine, at the University of Alberta in Edmonton, Alberta, Canada, with joint appointment at the University of Alberta Hospitals. Opportunities are available for qualified individuals with service and/or research qualifications and interests in cardiovascular, pediatric, renal, or tumor pathology. Experience in electron microscopy is desirable. Competitive salaries commensurate with clinical and research qualifications (approximately $60,000 - $8,000/annum, including hospital component). Canadian Royal College certification or American Board or eligibility to write exams required. Pleasant river valley urban location in a city of 650,000 people, close to the beautiful Canadian rockies. Many research opportunities afforded by the availability of Alberta Heritage Foundation for Medical Research. Closing date for applications: July 1, 1987. Applications including Curriculum Vitae, Bibliography, and the names of three references should be sent to: Kim Solez, M.D., Department of Pathology, Faculty of Medicine, University of Alberta, Edmonton, Alberta, Canada, T6G 2H7. The University of Alberta is an equal opportunity employer but, in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

PRINCESS MARGARET HOSPITAL, TORONTO, CANADA. Chief, Department of Imaging. The Department is responsible for all professional, technical and nuclear medicine services at the Princess Margaret Hospital, a Provincial Cancer Hospital with 202 beds. There is also a service program in radiation and medical oncology with surgical consultation, and a teaching and research program in oncology. Over 10,000 new patients with cancer are seen each year together with 165,000 ambulatory care visits. The Hospital is in the process of rebuilding its facilities. The Chief should be an experienced physician/administrator with a strong commitment to clinical service, departmental organization, teaching and research. There are currently five professional members in diagnostic radiology and one in nuclear medicine. Equipment includes CT, ultrasound, MRI. Applicants should have certification in Diagnostic Radiology from the Royal College of Physicians & Surgeons (Canada) or equivalent, and demonstrated administrative skills as well as clinical excellence in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. For further details please write to Dr. R.S. Bush, Director, Ontario Cancer Institute, 500 Sherbourne Street, Toronto, Canada, M4X 1K9.

UNIVERSITY OF ALBERTA/EDMONTON GENERAL HOSPITAL. Geriatricians. The Department of Medicine at the University of Alberta, in conjunction with The General Hospital (Grey Nuns) Edmonton, is seeking applications for geriatrician positions in its Division of Geriatric Medicine. The positions will be at the Edmonton General's 195 bed Youville Geriatric Service which is housed in modern facilities and features a multidisciplinary approach to patient care. The Youville is the clinical teaching unit of the Division of Geriatric Medicine at the University and is part of the 1,000-bed Edmonton General Hospital. Successful candidates will be appointed to the Assistant ($31,612 - $45,340) or Associate ($39,620 - $57,236) Professor rank depending upon qualifications/experience and will receive a generous in-lieu-of-service payment. Successful candidates will possess recognized formal training and experience in Geriatric Medicine. Eligibility to practice and specialist recognition by the College of Physicians and Surgeons of Alberta are required. In addition to exemplary clinical skills, the candidates will demonstrate ability and interest in research and teaching. The University of Alberta is an equal opportunity employer but, in accordance with Canada Employment and Immigration requirements, this advertisement is addressed to Canadian citizens and permanent residents of Canada. Applications with curriculum vitae and the names/addresses of three references, should be sent by 30 June, 1987 to: Mr. David Hart and Dr. Douglas R. Wilson, Co-Chairmen, Search and Selection Committee, Edmonton General Hospital, 11111 Jasper Avenue, Edmonton, Alberta, T5K 0L4.

UNIVERSITY OF MANITOBA. Molecular Biology. Hormones and Growth Factors. Individuals with a strong background in molecular biology and a Ph.D. or M.D. degree are invited to apply for Post Doctoral Fellow and/or Research Associate position to investigate molecular endocrinology laboratory. Project will include the study of the structure, function and regulation of newly discovered members of the proteolytic family of enzymes and pituitary growth factors. Applicants should send curriculum vitae, a brief description of their research interest, and three letters of reference to Dr. Henry G. Friesen, Department of Physiology, University of Manitoba, 770 Bannatyne Avenue, Winnipeg, Manitoba, R3E 0W3. Both men and women are encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

NATIONAL CANCER INSTITUTE OF CANADA CLINICAL TRIALS GROUP. Associate Director. M.D. or Ph.D. with experience in development and administration of multicentre cooperative cancer clinical trials. Academic appointment and opportunity to pursue personal research interests available. Candidates of both sexes are equally encouraged to apply. In accordance with Canadian immigration requirements, this

advertisement is directed to Canadian citizens and permanent residents. C.V. and three references to: Dr. Joseph D. Patel, Director, NCIC Clinical Trials Group, 82 84 Bastle St., Queen's University, Kingston, Ontario, K7L 3N6.

THE McGILL UNIVERSITY MEDICAL CLINIC AT THE MONTREAL GENERAL HOSPITAL invites applications for a position as a Research Associate (assessor (without tenure) to join a research group working on a project concerned with the kinetics of drug binding and metabolism, in close collaboration with the University of Toronto. The successful applicant will perform theoretical and modeling analysis of clinical-pharmacokinetic experiments, including active participation in the design of indicator-dilution experiments, formulation of distribution-in-space models, as well as design, implementation and application of simulation software on a Hewlett-Packard 9000 computer. A Ph.D. in a relevant discipline is required, with several years of post-doctoral experience, a strong background in biological systems analysis, computer simulation using partial differential equations, and computing using a UNIX system, and a good knowledge of the physiological and biochemical basis of drug metabolism. The position is intended to be filled on August 15, 1987 and will be offered for three years, with possible extension depending on the availability of funds. Salary will be $49,000 per annum. Enquiries should be sent before July 31, 1987 to: Dr. Carl A. Goresky, 1650 Cedar Avenue, Room 1098, Montreal, P.Q. H3G 1A4. Preference with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

METEOROLOGY

McGILL UNIVERSITY. Meteorology. Candidates are sought for the position of Research Associate. The successful candidate will participate in research on the effects of cumulus convection on mid-latitude cyclones. The main emphasis will be on understanding the nature and extent of a positive feedback process between clouds and rapidly deepening cyclones. A combination of observation, budget studies, theoretical analysis, and numerical modelling will be used. Participation in field studies as part of the FIRE CA program is a possibility. Preference will be given to candidates having recently earned a Ph.D. degree in meteorology with a strong background in numerical methods and analysis and with experience in mesoscale modeling and the analysis of interactions between clouds and the larger-scale environment. A familiarity with the concepts of cloud microphysics would be helpful. Salary competitive and commensurate with experience. Initial appointment for one year, with good prospect for extension to three additional years. Send curriculum vitae, reprints, and the names of three referees to: Dr. M.K. Yau, Department of Meteorology, McGill University, 805 Sherbrooke Street West, Montreal, P.Q., H3A 2K6. In accordance with Canadian immigration requirements this application is directed to citizens and permanent residents of Canada.

MICROBIOLOGY

UNIVERSITY OF ALBERTA. Microbiologist/Biotechnologist. The Department of Microbiology, University of Alberta invites applications for a full-time tenure-track position at the Assistant Professor level. This position is available immediately. The successful candidate will participate in a new undergraduate program in Cell Biotechnology offered in conjunction with the Department of Genetics. Candidates must have a Ph.D. with post-doctoral or equivalent industrial experience. Candidates with research interests in cell cultivation and the biochemical applications of microbiology or molecular biology will be given priority. Salary range: $31,612 - $45,340. Competition ends on July 15, 1987. Submit application, including a curriculum vitae, a detailed research proposal, reprints of key publications and names and addresses of four referees to Chairman, Cell Biotechnology Selection Committee, Department of Microbiology, University of Alberta, Edmonton, Alberta, T6G 2E9. The University of Alberta is an equal opportunity employer.

MUSIC

UNIVERSITY OF PRINCE EDWARD ISLAND, Department of Music. 1. Position: Lecturer/Assistant Professor of Music Education/Woodwinds. Term negotiable up to three years. Possibility of conversion to tenurable position based on performance and departmental need. 2. Qualifications: Doctorate preferred, or Master's with appropriate experience. 3. Duties: Teaching of undergraduate courses in Elementary and Secondary Methods (a broad knowledge of current methods is expected), Philosophy of Music Education, Woodwind majors, Woodwind Techniques, and Sight-Singing (Kodaly). 4. Salary: Commensurate with rank and experience. 5. Applications: Letters of application, together with Curriculum Vitae and three letters of reference, should be sent to: Dr. F.A. Reesor, Chairman, Department of Music, University of Prince Edward Island, Charlottetown, P.E.I. C1A 4P3. 6. Appointment date: By September 1, 1987, at the latest. 7. Closing date: When position is filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

YORK UNIVERSITY. Musicology/Ethnomusicology. York University, Faculty of Fine Arts, Department of Music, announces the opening of a tenure-track position (subject to formal budget approval) with primary responsibilities in the Master's Program in the Musicology of Contemporary Cultures. The program offers courses and research opportunities in musicology and ethnomusicology and gives particular, but not exclusive, emphasis to music and musical life in North America. The successful candidate's duties will include teaching of graduate seminars, supervision of graduate student research, maintenance of scholarly productivity, and teaching at the undergraduate level in one or more of the following areas: music history and/or area studies, theory and musician-ship, performance. This position will eventually include directorship of the Graduate Program. Applicants should have a Ph.D., college/university teaching experience, a record of scholarly achievement, and fieldwork experience in a relevant area. Salary and rank will be commensurate with the qualifications and achievements of the candidate. Applications, an up-to-date curriculum vitae, and the names, addresses and telephone numbers of three referees, should be sent, before 15 October 1987, to: Chairman of the Search Committee, Department of Music, Room 119, McLaughlin College, York University, 4700 Keele Street, North York, Ontario, Canada, M3J 1P3. York University is implementing a policy of employment equity. Qualified women and men are invited to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens or permanent residents of Canada.

NEUROLOGY

MONTREAL NEUROLOGICAL INSTITUTE. Brain Imaging. Applications are invited for the position of a tenure-track Associate Professor in the Brain Imaging Unit of the Montreal Neurological Institute, Department of Neurology and Neurosurgery, McGill University beginning 1 July 1987. The applicant must possess a credible record of publications in neurochemistry and neurophysiology. In addition, he must be willing and able to design, implement and analyze studies intended to answer physiological questions related to cerebral metabolism and function in both normal and disease states with the use of positron tomography. Training in medicine, with or without a subspecialty would be an asset. The minimum salary for a post as an Associate Professor is $37,873. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Please address applications, including a curriculum vitae and the names and addresses of three referees to Dr. D.W. Bastel, Director, Montreal Neurological Institute, 3801 University Street, Montreal, Quebec, H3A 2B4. Closing date for receipt of applications is 1 August 1987.

NEUROPSYCHOLOGY

UNIVERSITY OF WESTERN ONTARIO. Neuropsychology. Postdoctoral/Research Associate grant-supported, a two-year position beginning December 1, 1987, to work primarily in the area of hormonal influences on cognitive function with human subjects. Desired, research initiative, and good background in psychobiology, neuropsychology or the neurosciences, preferably some knowledge of area endocrinology. Salary: $18,500-21,000 depending on experience. Teaching opportunities possible. Send curriculum vitae, publications or papers, and 3 referees to Prof. D. Kimura, Department of Psychology, Social Science Building, The University of Western Ontario, London, Ontario N6A 5C2

NURSING

THE UNIVERSITY OF LETHBRIDGE. School of Nursing - Faculty. Positions: Community Health; Nursing Management. Rank: Assistant or Associate Professor. Qualifications: Ph.D. preferred; Master's degree required; Strong academic/research background; Teaching and practice experience in the area of concentration; Eligibility for registration with the Alberta Association of Registered Nurses. Salary: Assistant Professor - $28,745 minimum - 1986/87; Associate Professor - $36,808 minimum - 1986/87. The University of Lethbridge offers a superb benefits package, including a generous professional supplement and research funding opportunities. The School of Nursing offers a new B.N. baccalaureate degree program supported by five full-time faculty, all prepared at the doctoral level and actively engaged in research activities. A student body of approximately 120 makes possible close interaction in teaching situations. Applications and curriculum vitae and three references will be accepted until a suitable candidate is appointed, and should be addressed in confidence to: Robert M. Cook, Acting Dean, Faculty of Professional Studies, University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4. Tel: (403) 329-2155. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

THE UNIVERSITY OF LETHBRIDGE. Director - School of Nursing. Title: The appointment of a Director will be made at the level of Associate or Full Professor. Qualifications: A Ph.D. is required, a strong background in administration, research and community involvement, eligibility for registration with the Alberta Association of Registered Nurses will be an important consideration. The University of Lethbridge, founded in 1967, is a growing institution, strongly committed to liberal education. The School of Nursing, located in the Faculty of Professional Studies, offers a two-year post R.N. baccalaureate degree program supported by five full-time faculty, all prepared at the doctoral level and actively engaged in research activities. A student body of approximately 120 makes possible close interaction in learning situations. The School offers great potential for growth and development. The University offers a superb benefits package, including a generous professional supplement and research funding opportunities. Nominations or applications with detailed curriculum vitae and three references will be accepted until a suitable candidate is appointed, and should be addressed in confidence to: Robert M. Cook, Acting Dean, Faculty of Professional Studies, University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4. Tel: (403) 329-2155. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens or permanent residents of Canada.

NUTRITION

McGILL UNIVERSITY. Dietetics and Human Nutrition. Assistant or Associate Professor. A tenure-track appointment is available October 1, 1987, which involves research, teaching at graduate and undergraduate levels and general faculty duties in the School of Dietetics and Human Nutrition. Basic annual salary at the Assistant Professor level is $32,474, and at the Associate Professor level is $37,837. Salary will be commensurate with experience. Preference will be given to the applicant with postdoctoral experience and an established research program. The area of research can address one of several possible in human nutrition: clinical nutrition, nutritional biochemistry, metabolic aspects of the life span, nutrient requirements and nutritional epidemiology of chronic disease, and of particular interest. Applicants must hold a Ph.D. or equivalent degree in nutrition or a closely related field. Academic experience in teaching and graduate supervision during graduate programs is desirable. Meeting the eligibility requirements for the Canadian Dietetic Association is an asset. Interested applicants should send curriculum vitae, a statement of research direction and copies of relevant publications, and arrange for at least three letters of reference from persons qualified to judge research, teaching and professional abilities to be sent to: Dr. Hautel V. Kuhnlein, Professor and Director, School of Dietetics and Human Nutrition, Macdonald College of McGill University, 21,111 Lakeshore Road, Ste. Anne de Bellevue (Quebec) H9X 1C0. Closing date is August 15, 1987, or until a suitable candidate is found. Macdonald College is located 35 kilometres west of the Montreal campus of McGill University. In accordance with Canadian immigration requirements, this position is offered in the first instance to Canadian citizens and permanent residents. The language of instruction at McGill is English.

OCCUPATIONAL HEALTH

McGILL UNIVERSITY. School of Occupational Health. Safety Specialist. Applications are invited to a university professional post. Industrial Safety. The person appointed will be expected to teach in graduate programs (diploma, MSc, PhD) in occupational health and hygiene; to supervise graduate students; to generate and conduct original research projects in safety. The position is open to tenure. Applicants should have a formal training and at least five years of experience in the practice of safety in industry. Salary within normal scales according to qualifications and experience. Applications, including curriculum vitae, publications and names of three referees to: Dr. Théorêt, Director, School of Occupational Health, McGill University, 1130 Pine Avenue West, Montreal, Quebec, H3A 1A3.

PATHOLOGY

McMASTER UNIVERSITY. Department of Pathology. A vacancy exists for an Assistant Professor in the Department of Pathology at McMaster University to join an active group doing research on lung fibroblast cell biology and the pathogenesis of pulmonary fibrosis. Only applicants with good evidence of productivity and several years' experience will establishing primary cultures of lung fibroblasts, cloning of cells and a background of lung pathology or lesphiology should apply. Experience in bronchoalveolar lavage would be helpful. The position is available for an initial appointment of three years. Salary is negotiable, commensurate with the individual's experience. Interested candidates should send their curriculum vitae and the names of three referees to, or contact: Dr. J. Gauldie, Department of Pathology, McMaster University, Room 4H19, 1200 Main Street West, Hamilton, Ontario, L8N 3Z5. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

PEDIATRICS

UNIVERSITY OF ALBERTA. Pediatrician. Opportunity exists for a Pediatrician with a special interest in developmental and adolescent medicine to join the Department of Pediatrics at the University of Alberta and University of Alberta Hospitals. The successful applicant will be appointed to participate in the teaching programs and to conduct clinical research as well as provide clinical service. This position would be suitable for somebody wishing to work part-time. The salary will therefore depend on the seniority of the appointee and on the time commitment. The University is an equal opportunity employer but, in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please send curriculum vitae and two references to: Dr. P.M. Olley, Professor and Chairman, Department of Pediatrics, 2C3.67 Walter MacKenzie Centre, University of Alberta, Edmonton, Alberta, T6G 2R7. Closing date: July 15th, 1987

UNIVERSITY OF ALBERTA. Hematologist/Oncologist. The Department of Pediatrics, University of Alberta, is looking for a physician/researcher with a strong background in Clinical Hematology and Oncology with research interests in bone marrow transplantation. The University is an equal opportunity employer but, in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please send Curriculum Vitae and two references to: Dr. P.M. Olley, Professor and Chairman, Department of Pediatrics, 2C3.67 Walter MacKenzie Centre, University of Alberta, Edmonton, Alberta, T6G 2R7. Closing date July 15th, 1987 Salary: $75,000.00

UNIVERSITY OF ALBERTA. Department of Pediatrics. Opportunity exists for a Research Assistant Professor, non-tenure track position, in Pediatric Infectious Diseases. The successful candidate will have experience working with Chlamydia trachomatis and expertise in molecular biology. This position working with a Chlamydial pathogenesis group, is dependent upon funding. Starting salary range $31,612.00 - $45,340.00. The University of Alberta is an equal opportunity employer but, in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please send application with curriculum vitae to: Dr. W.M. Wenman, Department of Pediatrics, 2C3.77 Walter MacKenzie Centre, University of Alberta, Edmonton, Alberta, T6G 2R7. Closing date: July 15, 1987.

PHARMACOLOGY

UNIVERSITY OF OTTAWA. Department of Pharmacology. The Department of Pharmacology is expanding its staff and research facilities under a CFI grant. Human Two tenure-track assistant professor positions will be available to candidates with Ph.D. degrees who have postdoctoral experience and are strongly committed to research and teaching of medical pharmacology. Preference will be given to individuals with training in cardiovascular pharmacology, immunopharmacology, cytopharmacology, receptor pharmacology or pharmacology. Knowledge of French is an asset. In accordance with Canadian immigration requirements, both will be given to Canadian citizens and permanent residents of Canada. Deadline for application is July 31, 1987. Starting date of appointment is negotiable. A curriculum vitae, bibliography, a brief description of experience in teaching and research, a statement of career objectives, proposed research program and three letters of recommendation should be sent to: Pharmacology Search Committee, Department of Pharmacology, School of Medicine, University of Ottawa, 451 Smyth Road, Ottawa, Ontario, Canada, K1H 8M5.

PHILOSOPHY

SAINT MARY'S UNIVERSITY. Philosophy. Replacement for Professor Flew, leave of absence: September - December 1987, at assistant professor level. Full-time appointment responsible for three-course load: basic logic, introductory philosophy, theory of knowledge. Salary level as per collective agreement. Please send curriculum vitae, names of three letters of reference, to: Dr. Arthur P. Monahan, Chair, Philosophy Department, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3.

PHYSICAL EDUCATION

YORK UNIVERSITY. Post Doctoral Fellowship: Physical Education. The Department of Physical Education, Recreation and Athletics is seeking qualified applicants for a post-doctoral fellowship in exercise physiology. Duties of the position include undergraduate and graduate teaching and an active research program. Applicants should send curriculum vitae, reprints, preprints, and the names of three referees, graduate supervisor, and two letters of reference to: Dr. C.D. Ianuzzo, Dept. of Physical Education, Recreation and Athletics, York University, 4700 Keele Street, North York, Ontario, M3J 1P3. Duties commence July 1, 1987.

THE UNIVERSITY OF WESTERN ONTARIO. Physical Education. 1. Faculty of Physical Education. 2. Tenure Track. 3. Assistant Professor. 4. Effective July 1, 1987. 5. Ph.D. in Anatomy required; an M.Sc. Physical Education - preference given to emphasis in Exercise Physiology or Biomechanics. Experience in at least 3 years teaching and research at university level. The successful applicant will be engaged in research grants, to teach courses in the Dept. of Anatomy and Physical Education in Anatomy and Exercise Physiology. The successful applicant must be certified to be in charge of our satellite Anatomy cadaver laboratory 6. Current Assistant Professor's salary is $27,270. 7. Send applications, completed curriculum vita and list of three references to: Dr. A.W. Taylor, Dean, Faculty of Physical Education, University of Western Ontario, London, Ontario, N6G 2R7. 8. Closing date for applications: June 30, 1987. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents of Canada. An Equal Opportunity Employer.

PHYSICS

SIMON FRASER UNIVERSITY. NSERC - University Research Fellowships. The Department of Physics at Simon Fraser University is soliciting applications for NSERC-University Research Fellowships (URF). Successful candidates will be appointed to a limited-term faculty position and, given a prescribed level of performance, they will be considered for appointment to a tenure-track position after four years. Candidates should have one or more years of post-doctoral experience and an outstanding research record. The department has excellent experimental facilities for the support of research programs in surface science, in particular, and condensed matter physics in general. We particularly wish to encourage applicants with research programs in these areas but strong candidates in any field of physics are invited to apply. NSERC University Research Fellowships are restricted to Canadian citizens or those currently holding permanent resident status in Canada. Candidates should send a curriculum vitae and arrange for three letters of reference to be forwarded by August 1, 1987 to Dr. J.C. Irwin, Chairman, Department of Physics, Simon Fraser University, Burnaby, B.C., V5A 1S6.

THE UNIVERSITY OF BRITISH COLUMBIA. NSERC University Research Fellowships. The Department of Physics invites applications for NSERC University Research Fellowships for the 1987/88 competition. The department anticipates making several tenure track appointments during the next five year period and URF's will be given serious consideration for these positions. Candidates should normally have completed at least one or more years of post-doctoral experience and have outstanding research record. Under NSERC regulations candidates must be Canadian citizens or permanent residents of Canada. NSERC fellows will spend the majority of their time doing research but normally will have a limited amount of teaching. The fellowships are for three years, renewable for an additional two years and the fellows are eligible for normal NSERC research grants. The University of British Columbia offers equal opportunity for employment to qualified female and male candidates. Applicants should provide a C.V., publication list and a statement of current research interests and plans. They should also arrange for three letters of recommendation to be sent, before August 15, 1987 (Friday) to: Head, Dept of Physics, The University of British Columbia, 6224 Agricultule Road, Vancouver, B.C. V6T 2A6.

CONCORDIA UNIVERSITY. Physics. The Department of Physics, Concordia University is seeking a candidate for an NSERC-University Research Fellowship. Preference will be given to research experience in areas related to Mossbauer spectroscopy, galvanomagnetic effects, magnetic susceptibility Theoretical Solid State Physics or Supersymmetric Gauge Field Theory Candidates must hold a doctoral degree and must have had relevant experience, following receipt of the degree, to the extent usually required at a university for appointment at the rank of Assistant Professor. Under NSERC regulations candidates must be Canadian citizens or permanent residents of Canada The fellowship is for three years and renewable for an additional two years. The fellow is eligible for NSERC research grants. Applications including c.v., list of publications and three letters of recommendation should be sent to: Dr. G.S. Kelman, Chairman, Department of Physics, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, H3G 1M8, as soon as possible.

UNIVERSITY OF WATERLOO. Physics. Postdoctoral Fellowships at University of Waterloo. The Department of Physics is offering several postdoctoral fellowships for research work in the areas of experimental and theoretical solid state physics, biophysics, atomic and molecular physics, surface physics and energy conversion physics. The fellowships are for a period of 1 year and are renewable for a second year by mutual agreement. Starting dates are flexible to be arranged. A brochure outlining current research programs will be sent on request. Applicants should send a resume and names of 3 references to Prof. D. Leslie, Department of Physics, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1 in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications from women candidates are particularly welcome

PLANT PHYSIOLOGY

UNIVERSITE LAVAL, QUEBEC. Department de biologie. Postdoctoral fellow. Physiological ecology of marine microalgae, laboratory and field work on photosynthetic processes including C-14 uptake and P-700; experience required on measurements with a dual-wavelength spectrophotometer. Applications in English 21 700$ CAN, renewable for a second year. Start 1st September 1987. Send c.v. and names of 3 referees to: prof. Louis Legendre, Labo. physique chimie marines, CEROV, B.P. 8, F-06230, Villefranche-sur-Mer, France.

PSYCHIATRY

UNIVERSITY OF ALBERTA/EDMONTON GENERAL HOSPITAL. Psychogeriatricians. The Department of Psychiatry at the University of Alberta, in conjunction with The General Hospital (Grey Nuns) Edmonton, is seeking applicants for psycho-geriatrician positions in its Division of Geriatric Psychiatry. The positions will be at the Edmonton General's 195-bed Youville Genetic Service which is housed in modern facilities and features a multidisciplinary approach to patient care. The psycho-geriatric service includes 30 in-patient beds, out-patient clinics and a proposed Day Hospital. The Youville is the clinical teaching arm of the Division of Geriatric Medicine at the University and is part of the 1,000-bed Edmonton General Hospital. Successful candidates will be appointed at the Assistant ($31,612 - $45,340) or Associate ($39,620 - $57,236) Professor rank depending upon qualifications and experience and will receive a generous indiv service payment. Successful candidates will possess recognized formal training and experience in Geriatric Psychiatry/ Eligibility to practice and specialist recognition by the College of Physicians and Surgeons of Alberta are required. In addition to exemplary clinical skills, the candidates will demonstrate ability and interest in research and teaching. The University of Alberta is an equal opportunity employer but, in accordance with Canada Employment and Immigration requirements, this advertisement is addressed to Canadian citizens and permanent residents of Canada. Applications, with curriculum vitae and the names/addresses of three references, should be sent by 30 June, 1987 to: Mr. David Hart and Dr. Douglas R. Wilson, Co-Chairmen, Search and Selection Committee, Edmonton General Hospital, 11111 Jasper Avenue, Edmonton, Alberta, T5K 0L4

PSYCHOLOGY

UNIVERSITE DU QUEBEC A TROIS-RIVIERES. Poste en psychologie. Le Département de psychologie sollicite des candidatures à un poste de professeur(e) dans le secteur disciplinaire de la psychologie du développement de l'enfant. Ce poste pourrait être permanent après quatre (4) ans d'exercice. Le(la) candidat(e) recherché(e) possède un doctorat. L'expérience de recherche et d'enseignement universitaire est considérée. Ce professeur pourra enseigner, superviser et former des étudiants au niveau des trois cycles en psychologie. L'université du Québec à Trois-Rivières offre des chances égales d'emploi à tous, conformément aux exigences de l'immigration canadienne. Cette annonce s'adresse aux citoyens canadiens et aux immigrants reçus. Les intéressé(es)est sont priés de faire parvenir leur demande, accompagnée d'un curriculum vitae et des noms de trois (3) répondants à Monsieur André Pelletier, Ph.D., Directeur, Département de psychologie, Université du Québec à Trois-Rivières, Case postale 500, Trois-Rivières, G9A 5H7.

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ST. THOMAS UNIVERSITY. Psychology. The Department of Psychology at St. Thomas University invites applications for one tenure track appointment at the level of assistant professor for a one-year position beginning July 1, 1987, pending budget approval. Primary responsibility is for teaching undergraduate courses introduction, sensation, perception and experimental design. In addition, the candidate will be expected to supervise undergraduate honours theses. Preference will be given to Canadian citizens or landed immigrants. A Ph.D. in psychology is required and normally candidates with experience in the teaching of psychology will be given preference. Applications with vitae, reprints, preprints, and the names of three referees should be sent to Dr. Claudia M Whalen, Chairperson, Department of Psychology, St. Thomas University, Fredericton, New Brunswick, E3B 5G3

ST. THOMAS UNIVERSITY. Psychology The Department of Psychology at St. Thomas University invites applications for a clinical replacement in developmental psychology a one-year position beginning July 1, 1987 Primary responsibility is for teaching undergraduate courses developmental, adolescence, and psychology of women In addition, the candidate will be expected to supervise undergraduate honours theses Preference will be given to Canadian citizens or landed immigrants. A Ph.D in Psychology is required and normally candidates with experience in the teaching of psychology will be given preference Applications with vitae, reprints, preprints, and the names of three referees should be sent to Dr. Claudia Whalen, Chairperson, Department of Psychology, St. Thomas University, Fredericton, New Brunswick, E3B 5G3

UNIVERSITY OF WINNIPEG. Department of Psychology. Applications are invited for one tenure-track position for the assistant or associate professor level in the area of cognitive development (with secondary preparation in research methodology) and one term appointment in the area of perception-cognition (also with secondary preparation in research methodology). Both appointments are for September 1, 1987 pending budget approval Applicants should have received the Ph.D. degree before that date. First consideration will be given to Canadian citizens and permanent residents. Applications, in the form of a vita, three letters of reference, and samples of representative work, should be sent to: Dr. G. Ron Morton, Chair, Department of Psychology, University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba, R3B 2E9, Canada.

MOUNT ALLISON UNIVERSITY. Department of Psychology. Applications are invited for a sabbatical replacement position at the rank of assistant professor. Applicants should hold a Ph.D. and should have an active research programme in experimental psychology. Duties will include teaching Sociobiology, Social Psychology or Conditioning. Subject to budgetary approval, the position will be filled for a term ending June 30, 1988. The salary range in 1987-88 for assistant professor is $28,689 - $41,300 per annum. Applications, including a curriculum vitae, a brief statement of their research interests, and names of three referees, should be sent to: Dr. H. James, Department of Psychology, Mount Allison University, Sackville, New Brunswick, E0A 3C0. The closing date for receipt of applications is July 15, 1987. Both women and men are encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF NEW BRUNSWICK, FREDERICTON. Psychology. The Department of Psychology invites applications for a one-year sabbatical replacement position in quantitative psychology at the rank of Assistant Professor. Teaching duties will include Graduate Level Statistics and Design with other courses to be decided. Candidates must have a Ph.D., an active research programme, and be prepared to supervise student research. The appointment is scheduled to commence July 1, 1987 subject to final budgetary approval. Letters of application, including a curriculum vita and three letters of recommendation should be sent to Dr. Wayne Donaldson, Chairman, Department of Psychology, Bag Service #45444, Fredericton, N.B., E3B 6E4. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

McGILL UNIVERSITY. Cognitive Psychology/Psycholinguistics. Post Doctoral Research Position. Funds are available to support a post-doctoral scientist with interests in language and cognitive processes. The term of the appointment is one year with possible renewal for a second year. The successful applicant will join a research group headed by Mark Seidenberg (Psychology Department) and Margaret Bruck (McGill-Montreal Children's Hospital Learning Center). We are seeking an applicant with a background in one or more of the following areas: language comprehension, reading and spelling, acquired and developmental dyslexia, computational modelling of perceptual and cognitive processes. A number of excellent resources are available including a SUN-based computer environment, microcomputers for on-line data acquisition, access to patient populations and school-age children. As well the successful candidate will be given the opportunity to develop and practice clinical skills related to the assessment and treatment of childhood learning disabilities. Interested candidates are invited to send a C V and the names of three references to: Dr. Margaret Bruck, McGill-Montreal Children's Hospital Learning Center, 3640 Mountain St., Montreal, Quebec, H3G 2A8; or Dr. Mark Seidenberg (on leave), MRC Applied Psychology Unit, 15 Chaucer Road, Cambridge, England. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and landed immigrants.

SOCIAL SCIENCES

STATE UNIVERSITY OF NEW YORK AT BUFFALO. Professor. Applications are invited for a position as full Professor in a social science discipline such as Political Science, Economics, Sociology, Geography or History with a specialty in Canadian Studies. Ph.D. and established record of scholarship and publication in Canadian studies is required. Appointee would serve as leader of Canadian Studies in the Faculty of Social Sciences, explore external funding possibilities, establish a major annual conference and publication series. Salary highly competitive Review of applications will begin August 15, 1987 and search will remain open until position is filled. Send curriculum vitae, names of at least three references, and letter indicating primary areas of research and teaching to Search Committee, Office of the Dean of Social Sciences, Box 12, Park Hall, SUNY at Buffalo, NY 14260. AA/EOE.

SOCIAL WORK

LAKEHEAD UNIVERSITY. Department of Social Work. Applications are invited for a probationary (tenure-track) position at the rank of assistant professor. The Department is seeking an applicant with a specialty in communications/counselling skill development. Qualifications: A professional degree in social work; doctorate preferred, M.S.W or equivalent with several years experience minimum. Previous teaching experience an asset. This appointment is subject to budgetary approval. Appointment commences July 1, 1987. Apply in writing with curriculum vitae, and the names of three referees to: Dr. J.H.M. Whitfield, Dean of Arts and Science, Lakehead University, Thunder Bay, Ontario, P7B 5E1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Lakehead University is an equal opportunity employer.

SOCIOLOGY

McGILL UNIVERSITY. Sociology. Applications are invited for a tenure track appointment, commencing September 1988 (subject to budgetary approval). Candidates should have a Ph.D. and a significant track record of research and publication in the area of mental health. Salary commensurate with qualifications and experience. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Interested persons should write to Professor Michael Smith, Chair, Appointments Committee, Department of Sociology, McGill University, 855 Sherbrooke Street West, Montreal, Quebec, H3A 2T7, enclosing a curriculum vitae, names of three referees, copies of 2 or 3 papers, and the names of 3 referees who have agreed to write on applicants behalf.

McGILL UNIVERSITY. Sociology. Applications are invited for a senior appointment, commencing September 1988 (subject to budgetary approval). Candidates should have a record of accomplishment in research and publication in one or more of the following areas: industrial sociology, organizations, medical sociology, and political sociology. Salary commensurate with qualifications and experience. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Interested persons should write to Professor Michael Smith, Chair, Appointments Committee, Department of Sociology, McGill University, 855 Sherbrooke Street West, Montreal, Quebec, H3A 2T7, enclosing a curriculum vitae.

THEOLOGY

UNIVERSITY OF ST. MICHAEL'S COLLEGE. Faculty of Theology. Appointment in New Testament. The University of St. Michael's College, Faculty of Theology, a Roman Catholic institution and member of the Toronto School of Theology, invites applications for a full time tenure-stream entry-level appointment in New Testament and other Early Christian Literature, to begin July 1988. Teaching in programs offered in conjunction with the University of Toronto and the Toronto School of Theology for both basic degrees (M. Div., M.R.E.) and, in area of specialization for advanced degrees (Th.M., Th.D., O.Min.), as well as M.A. and Ph.D. degrees in conjunction with the TST. A doctoral degree is required, knowledge of Catholic doctrine and a willingness to work within that tradition. Salary is in accordance with the policies and rules of the Institution. In keeping with Canadian immigration requirements, this advertisement is directed to Canadian citizens or permanent residents of Canada. Applicant should send his/her curriculum vitae and the names of three referees by September 1, 1987 to: Dean Michael A. Fahey, Faculty of Theology, University of St. Michael's College, 81 St. Mary Street, Toronto, Ontario, M5S 1J4. tel. (416) 926-7140.

TOURISM

SIMON FRASER UNIVERSITY. Centre for Tourism Policy and Planning - Director. Applications are invited for the position of director of the Centre for Tourism Policy and Planning at Simon Fraser University. This is a tenure-track position; appointment will be made at the Associate or Full Professor level, commencing September 1, 1987. The Centre for Tourism Policy and Planning is a new centre. Its primary objectives are to undertake and encourage applied and academic research, to develop and provide teaching support for a graduate program in tourism within the University's Natural Resources Management Program, and to provide professional development programs for industry, government and academic personnel involved in tourism and related concerns. Applicants should possess a Ph.D. degree in an appropriate field, a strong background in planning and policy development, and relevant industry experience. Duties include administration, curriculum planning and development, teaching and research. Please apply in writing by July 15, 1987 and include a current curriculum vitae and samples of relevant publications. Applicants should arrange for three letters of reference to be sent to Dr. J.C. Day, Natural Resources Management Program, Simon Fraser University, Burnaby, British Columbia, V5A 1S6. In accordance with Canadian immigration requirements, preference will be given to Canadian citizens and landed immigrants.

VISUAL ARTS

YORK UNIVERSITY. Faculty of Fine Arts. Department of Visual Arts. Sabbatical Replacements for the 1987/88 Academic Session. Applications are invited for three (3) full-time sessional 9 month Contractually Limited Appointments at the Assistant Professor level. Appointments are to teach in the studio area of the undergraduate programme, beginning September 1, 1987 and ending May 31, 1988. The salary for the 9 month period will be based upon an annual salary of $28,250. The positions are Sabbatical Replacements. Responsibilities will include preparation and presentation of course material in consultation with the areas concerned, and grading of assignments in accordance with Departmental Guidelines; Faculty and/or Departmental Committee work; office hours for individual student contact; area planning; student advising and evaluation of student applications. Applications should include a current Curriculum Vitae, a statement of teaching philosophy, 15 to 25 35mm transparencies and/or other supporting documentation of current artistic work and the names, addresses and phone numbers of three (3) references. Applicants should clearly specify for which of the following positions they are applying: Position 1 — To teach foundation studio and advanced painting courses. Position 2 — To teach introductory Graphics/Printmaking and advanced Drawing courses. Position 3 — To teach foundation studio and both introductory and advenced Graphics/Printmaking. For further clarification of course content, brief course descriptions are available upon written request. Applicants must be mature working artists with a strong exhibition record demonstrating a specific interest and experience in the areas specified by the above positions. The ability to communicate effectively in English is essential. Preferred is a graduate degree in Visual Arts or equivalent as well as teaching experience at a post-secondary institution. Complete applications should be directed to: Tim Whiten, Chair, Department of Visual Arts, Faculty of Fine Arts, York University, 4700 Keele Street, North York, Ontario, M3J 1P3. Deadline for receipt of applications is June 30, 1987. All positions are subject to satisfactory enrolment and budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. York University is implementing a policy of employment equity. Qualified women and men are invited to apply.

ZOOLOGY

UNIVERSITY OF TORONTO. Insect Endocrinology. Applications are invited for a Postdoctoral Fellow/Research Associate in Insect Endocrinology, available immediately. Experience with biochemistry of neuropeptides or hormone receptors and monoclonal antibody techniques necessary. Projects will include the isolation and identification of modulators of endocrine gland activity in insects and crustaceans and intracellular mode of action of these modulators. Salary commensurate with experience; minimum $20,000. Appointment date: July 1, 1987. Send curriculum vitae, brief statement of research experience and names of three references to: Dr. S.S. Tobe, Department of Zoology, University of Toronto, 25 Harbord St., Toronto, Ontario, M5S 1A1.

UNIVERSITY OF TORONTO. Cell Biologist. Applications are invited for a University Research Fellowship at the University of Toronto (Department of Zoology and Erindale College). The successful candidate's application to NSERC for a fellowship will be sponsored by the departments. Individuals studying in any of the following areas are especially encouraged to apply: electrophysiology, cell cycle and differentiation, cytoskeleton, neuronal development, membrane and receptor physiology. Teaching duties may include under-graduate courses in cell biology and animal physiology. The Zoology department at Erindale is multi-disciplinary and the successful candidate will interact with a broad diversity of cellular and whole-organism biologists. Send by July 15, 1987, curriculum vitae, statement of research interests, reprints of recent publications and three letters of reference to: Chairman, Cell Biologist Search Committee, Department of Zoology at Erindale College, University of Toronto, 3359 Mississauga Road, Mississauga, Ontario, Canada, L5L 1C6. In accordance with Federal immigration requirements, this advertisement is directed to Canadian citizens and landed immigrants. The University of Toronto encourages both women and men to apply for positions.

UNIVERSITY OF TORONTO. Wanted — PhD Electrophysiologist or Biophysicist. To study medical effects of cold laser therapy on nerve signals and wound healing of skin. NRC contract grant starts immediately and position lasts 1 to 2 years. Accepting applications until July 31, 1987. Contact Prof. Pomeranz, Department of Zoology, Univ. of Toronto, 25 Harbord Street, Toronto, Ont., M5S 1A1; 978-8648.

UNIVERSITY OF WESTERN ONTARIO. Quantitative Ecologist. Applications are invited for a 12-month appointment at the Lecturer level in the area of quantitative ecology. Applicants should have a Ph.D. and some teaching experience. The successful applicant will be expected to teach half of a second year term course in biometry and half of a third year term course in biometry, and contribute to the introductory course in population biology. The appointment is subject to the availability of funds. The starting date is July 1, 1987. Applications and three letters of reference should be directed to: Dr. David M. Ogilvie, Acting Chairman, Department of Zoology, The University of Western Ontario, London, Ontario, N6A 5B7; (519) 661-3151. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents of Canada. An Equal Opportunity Employer.

FACULTY EXCHANGE

FACULTY EXCHANGE CENTRE, non-profit organization established in 1973, helps (1) college and university professors to exchange teaching positions, and (2) all educators to interchange houses, with colleagues on this continent and abroad. FEC serves individual faculty as well as member colleges. For more details send self-addressed, envelope to: 952 Virginia Avenue, Lancaster, Pa., USA, 17603; 717 393-1130.

BRANDON UNIVERSITY

The Faculty of Arts

Invites applications at the Lecturer or Assistant Professor level for a one year appointment in the area of Fine Arts. Candidates must have at least a Master's degree and should be a graduate of a four year Fine Arts program. Responsibilities will consist of offering courses in both Western Art History and Native Art. Preference will be given to applicants who present evidence of excellent undergraduate teaching ability. Current salary floors: Lecturer — $23,878. Assistant Professor — $30,033. Effective date of appointment: September 1, 1987 or January 1, 1988. Closing date for applications: When position is filled. This position is contingent upon funding and, in accordance with Canadian Immigration Regulations, this advertisement is directed to Canadian citizens and permanent residents. Please send Curriculum Vitae, transcripts and three letters of reference to Dr. Peter John C. Hordern, Dean, Faculty of Arts, Brandon University, Brendon, Manitoba R7A 6A9, Canada.

ACCOMMODATION

OTTAWA, McGEE'S INN offers superior accommodation in restored Victorian mansion, private baths, telephones, blocks from Ottawa University, complimentary breakfast included. Daily and weekly rates from $32. 185 Daly Avenue. Tel: (613) 237-6089.

HOME for EXCHANGE or RENT. Beautiful 3-bedroom country home on 10 acres of bush and farmland, pond for swimming and skating. Completely furnished. Kleinburg, near Toronto — 30 minutes from York University. Will rent or exchange for suitable family accommodation in Paris, France for 1 year beginning mid-August, 1987. References requested. Phone (416)736-2100 ext. 3053 days; (416)893-1087 evenings.

SPAIN: large 3 bedroom apartment for rent in small modern building, located in beautiful village, rich folklore, mountainous region, 7 km from beach (Benidorm). 50 km from Alicante; mild and short winters; electrical heating; furnished; bathroom and kitchen; available from Sept. 1; one year lease or less; $600 month (all included except gas); call (613) 725 9391

FURNISHED HOUSE FOR RENT - July, August, September. Glebe near canal. 3 storey double, 5 bedrooms, 2 bathrooms, deck and garden. $ 950 / month plus services. (613) 235-4094 (eve).

VANCOUVER: Furnished 3-4 bedroom house, 2 baths, fireplace, 5 appliances, balcony, yard, available August (flexible) through December 31, 1987. Outstanding view of city and mountains, in quiet neighbourhood of Capitol Hill (Burnaby). 10 min SFU, 40 min UBC, 20 min downtown. Close to grocery stores and all conveniences. Prefer nonsmokers, no pets. Rent $875/mo plus utilities 604-299-7060 or 291-4627.

WALK TO OXFORD COLLEGES, AND DOWNTOWN. Available July 10, 87 - April, 88. Fully furnished, North Oxford House, modern kitchen, living room, double bedroom, study/bedroom/exercise room, central heating, washer, dryer, linen, dishes, cutlery, telephone, garden, jogging paths nearby. Suits couple (1 child) or two professionals sharing. $875 per month. Short or long let. Write: 36 Kingston Rd., Oxford OX26RH, tel 0 01-44-865-53679 or Canada tel. 613-7451368.

HEALTH AND SAFETY IN THE VISUAL ARTS

August 13-15, 1987
Sponsored by the Faculty of Part-Time and Continuing Education in co-operation with Department of Visual Arts, Department of Occupational Health and Safety, Occupational Health and Safety Resource Centre at The University of Western Ontario

An intensive seminar dealing with occupational health and safety in the visual arts. Topics include physiology and diseases of the major organ systems, basic chemistry and physics for artists, substitutes for hazardous materials, personal protective equipment, Canadian liability and labelling laws, working space and ventilation, and hazards/precautions for individual media.

Guest lecturer is Monona Rossol, M.S., M.F.A., currently Director of Education, Center for Occupational Hazards, Inc., New York City.

For further information and brochure contact:
Ruth Matthews,
Faculty of Part-Time and Continuing Education,
Room 23, Stevenson-Lawson Building,
The University of Western Ontario,
London, Ontario, N6A 5B8.
(519) 661-3631

University of Alberta
Edmonton

Chairman
Department of Industrial & Vocational Education

The Faculty of Education at the University of Alberta invites applications or nominations for the position of Chairman, Department of Industrial and Vocational Education. This Department is composed of 11 full-time academic staff. In addition to offering B.Ed., Diploma and M.Ed. programs for the preparation of educators in Industrial Arts and Vocational Education for secondary and non-university postsecondary institutions, the Department has developed an emergent role in adult and higher education and educational technology for educators in traditional settings and for persons interested in leadership roles in business, government and community agencies. Candidates should have appropriate teaching experience in one of the program areas of the Department as well as a strong commitment to research.

The position should be filled by September 1, 1987.

The University of Alberta is an equal opportunity employer but, in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Salary will be commensurate with qualifications and experience.

Applications or nominations, accompanied by a curriculum vitae and the names of three referees, should be sent by July 15, 1987 to:

Dr. R.S. Patterson, Dean
Faculty of Education
University of Alberta
Edmonton, Alberta
T6G 2G5

The University of Alberta is an equal opportunity employer.

University of Alberta
Edmonton

Tenure Track Position
Faculty of Education

The Faculty of Education at the University of Alberta invites applications for a tenure track position in Adult Education at the Assistant or possibly the associate professor rank. This position will focus on program development and aspects of andragogy, including such matters as: needs assessment, planning, instructional design and delivery, evaluation, and media and non-traditional delivery modes. The successful candidate will work cooperatively with faculty members engaged in the other major program areas, including: leadership and program administration, the psychology of adult development, and the philosophical and social foundations of adult education.

Primary duties will include program development, instructing at the undergraduate and graduate levels, supervision of practica, supervision of graduate research at the master's level, and service to the professional community. An active program of research and scholarship is expected.

The successful applicant should have a doctorate in adult education with a focus upon instruction and program development. Experience in teaching adults, developing instructional materials for a variety of adult learning settings, and continuing involvement in professional and career development activities are essential. Initiative, flexibility, and the interpersonal skills to work effectively with diverse groups in non-traditional settings are highly desirable personal characteristics.

Duties will commence September 1, 1987 at a salary level commensurate with qualifications and experience. Current salary ranges: Assisant Level $31,612 – $45,340; Associate Level $39,620 - $57,236 (under review). The University of Alberta is an equal opportunity employer, but in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Candidates should submit their curriculum vitae and the names and addresses of three referees by July 15, 1987 to:

Dr. R.S. Patterson, Dean
Faculty of Education
University of Alberta
Edmonton, Alberta
T6G 2G5

The University of Alberta is an equal opportunity employer.